

THE BULLETIN

OCTOBER 24, 1994 ~ 48TH YEAR - NUMBER 6

INSIDE



Where to draw the line

THE EXPANDED HARM PRINCIPLE may be doing more harm than good. *Bits and Pieces, Page 7*

Diefenbaker remembered

OUR COLUMNIST IS AT IT AGAIN, giving credit where credit's due. *On the Other Hand, Page 8*

Mediator Appointed

THE PROVINCIAL GOVERNMENT HAS appointed Professor John Stubbs, president of Simon Fraser University, to mediate the merger talks between U of T and the Ontario Institute for Studies in Education.

President Robert Prichard told Governing Council Oct. 20 that both the University and OISE hold Stubbs in high regard. Although the two sides have met with the mediator, Prichard said he could not comment on the meetings at this time.

In February the provincial government asked U of T and the institute to enter merger talks. The negotiations failed to produce an agreement by the Sept. 16 deadline, at which point OISE requested the mediator's appointment.

Castrilli Throws Hat in Ring

ANNAMARIE CASTRILLI HAS taken a leave of absence from her position as chair of Governing Council to seek provincial office.

Castrilli hopes to represent the Liberals in the Downsview riding in the next election and will be seeking nomination. Council vice-chair Anthony Comper has assumed her duties.

Reading from a letter Castrilli sent to Premier Bob Rae, Comper told Council Oct. 20 that she wishes to

avoid "any possible appearance of partisan considerations that might affect the leadership of the University or the relationship between the University and province."

Council secretary Jack Dimond said after the meeting that Castrilli will be away until at least early next year and if she does secure the nomination, she would resign from U of T. In the meantime Comper is accepting nominations for the vice-chair's position.

Distinctive Programs Scarborough's Focus

BY SUZANNE SOTO

A DISCUSSION PAPER ON THE future of Scarborough College suggests the elimination of several programs, the merging of other units and a reduction in faculty.

The document — Scarborough College Academic Plan 1994-2000 — is based on U of T's academic priorities contained in Planning for 2000: A Provostial White Paper on University Objectives. If implemented, the proposals would further the college's 1990-1995 plan to cut about \$3 million from its \$35 million annual budget by 2000.

The document was prepared by Scarborough principal Paul Thompson in consultation with an advisory committee of chairs, deans and other senior college administrators. About 200 members of the college's council discussed the document at a special meeting Oct. 5. Written responses will be considered by council Nov. 4. The paper will then be revised and submitted to Provost Adel Sedra at the end of December.

In an interview Thompson said that many of the proposed changes are prompted by budget reductions across the University and that is unfortunate. Nevertheless, he noted, he fully agrees with Sedra that the time has come for the University to examine its programs and its future. "I think the provost is correct that we need to be selective, pick our areas of strength and make sure that they are well supported by the year 2000," he said. "That is what this academic planning exercise is supposed to be doing."

The document suggests programs be grouped into three categories: focus, auxiliary and to-be-phased-out areas of study. It used criteria such as overall course enrolments, number of graduates, graduating grades, number of faculty and cost of adding faculty.

The paper recommends that the college phase out astronomy, fine art history, German, Italian, Spanish

and statistics by 2000. This would result in a faculty complement reduction of about 12 positions. While retirements would ease some of these cuts, the paper says other faculty may be relocated to other units in the

college or to the St. George campus. "Although there are a variety of reasons for phasing out these areas, they have in common low overall enrolments, low program enrolments and low numbers of graduations,"

the paper states.

For the six auxiliary programs — which include anthropology, physics and French — the plan proposes a

— See DISTINCTIVE: Page 2 —

Capping It All



Roseann Runte, president and vice-chancellor of Victoria University, receives the finishing touch to her ceremonial garb from past president Eva Kushner during installation ceremonies Oct. 13 at Convocation Hall. Victoria chancellor Sang Chul Lee, left, and A.B.B. Moore, president emeritus of Victoria University and a former U of T chancellor, participated in the ceremonies. Runte took office July 1 and will serve until June 30, 1999.

Q & A

A SEASON OF REVIEWS

Four government reviews make proposals that concern universities

BY ALFRED HOLDEN

Universities across the country are under intense scrutiny. Currently there are four government reviews underway that could affect universities — one provincial and three federal. The provincial government through the Ontario Council on University Affairs (OCUA) is reviewing universities' funding formula and the federal government has initiated reviews of its social, science and technology, and foreign policies. In an interview The Bulletin spoke to President Robert Prichard about the reviews.

BULLETIN: How is U of T responding to the provincial review?

PRICHARD: Of all the reviews OCUA's has the most direct and immediate impact on the University of Toronto. The University will appear before OCUA on Nov. 8 to present its brief. Our essential arguments are: first, we support the current funding formula which permits universities to pursue their distinctive missions and responsibilities as effectively as they can; second, the brief will offer a critique of the three options put forward by OCUA, concluding that none is as attractive to the interests of Ontario as the current system; third, the University will argue that if OCUA concludes changes are required, those changes should endorse the basic principles reflected in the current formula but supplement them with greater encouragement for each university to focus on its distinctive mission; finally, we will argue strongly that teaching and

research are inseparable and that graduate education is itself inseparable from the research mission of the University. BULLETIN: How is U of T responding to the federal reviews?

PRICHARD: Mr. Axworthy's social policy green paper proposes that the government cease making cash transfers to the provinces under the established program financing arrangements for the purposes of post-secondary education; in place of cash transfers the government devote its resources to improved student loan programs and in particular an income-contingent repayment program. Unfortunately, we're left with a very good idea — investing more in students on an income-contingent basis — combined with a very bad idea — a disproportionate and severe reduction in federal support for post-secondary education. The right direction from our perspective is to encourage the government to invest more in our students through financial aid and, at the same time, to invest directly in the research infrastructure of Canada's universities. It's not possible to leave the green paper without commenting on tuition fees. In this area I believe Mr. Axworthy has made an error. It has never been the role of the federal government to raise tuition fees. That has always been the responsibility of the provinces and universities. And that is how it should be.

— See A SEASON: Page 5 —

IN BRIEF



Computers target of thieves

OVER \$150,000 WORTH OF COMPUTERS AND RELATED EQUIPMENT have been stolen from the St. George campus so far this year. Sgt. Len Paris of the U of T Police said the loss resulted from 49 incidents of break, enter and theft that occurred between Jan. 1 and Oct. 10. The most recent thefts took place over the Thanksgiving weekend when about \$23,000 in computers and parts were taken from the Wallberg and Galbraith Buildings and Sussex Court at 21 Sussex Ave. A week earlier seven computers and four printers valued at \$26,000 were stolen from the Department of Sociology at 203 College St. Paris said the rash of thefts has prompted many buildings on campus to install electronic security systems. Metro Toronto police are also dusting for fingerprints.

Principles for OCUA paper approved

GOVERNING COUNCIL HAS APPROVED A SET OF PRINCIPLES THAT WILL guide U of T's response to the review of funding of Ontario universities conducted by the Ontario Council on University Affairs (OCUA). A discussion paper arising from the review calls for significant changes to the existing funding formula. The University is scheduled to respond at an OCUA hearing Nov. 8 in Toronto. Among other things the principles, approved Oct. 20, stress the benefits of the current funding formula and the importance of maintaining and encouraging diversification, flexibility, stability and autonomy in the university system.

Novelist wins Commonwealth prize

THIS YEAR'S COMMONWEALTH WRITER'S PRIZE FOR BEST FIRST NOVEL has been awarded to Professor Keith Outley of the Centre of Applied Cognitive Science at the Ontario Institute for Studies in Education. Outley, who teaches applied psychology, is second-appointed to U of T's psychology department. His novel *The Case of Emily V.* was published by Reed Books Canada and tells the story of a young woman who was investigated by Sigmund Freud and Sherlock Holmes — investigations that led to very different theories. The prize includes a \$6,400 award. Outley, who received his PhD from University College London, UK, in 1965, joined OISE and U of T in 1991.

War memorial book dedicated

THE U OF T ALUMNI ASSOCIATION HAS PRESENTED THE UNIVERSITY with a memorial book honouring and recording members of the University who enlisted and died during the Second World War. The ceremony of presentation and dedication was held Oct. 21 in the Governing Council Chambers. Among the guests were Brigadier-General H.E. Brown, who wrote the book, Chancellor Rose Wolfe, President Robert Prichard and Professor Desmond Morton, who writes in the preface that the 557 who died were no older than the students attending university today. "If we try, we can imagine them and remember that they gave us all that they could give — their lives," he says. The book is displayed in the Memorial Room of the Soldiers' Tower.

Peirce recognized for article

BONNY NORTON PEIRCE HAS WON THE INTERNATIONAL LANGUAGE Testing Association's 1994 award for best article on language testing published in the *TESOL Quarterly* in 1992. Peirce, a post-doctoral fellow in the Modern Language Centre at OISE, wrote an article on the test of English as a Foreign Language — the largest test of English proficiency internationally.

Agreement with school of theology

AT ITS MEETING SEPT. 22, ACADEMIC BOARD APPROVED A NEW 10-year memorandum of agreement between U of T and the Toronto School of Theology. The agreement, to be reviewed after five years, is a continuation of the 1989 agreement that expired June 30. It contains no substantial changes, said Professor Paul Gooch, assistant dean of the School of Graduate Studies. The deal provides a framework that enables students to study and faculty to teach at both institutions.

Newest Canadian Laureate to Attend Polanyi Gala

BY KARINA DAHLIN

A FULL DOZEN NOBEL LAUREATES plan to attend the celebrations inaugurating the John C. Polanyi Chair in Chemistry Nov. 3 and 4.

The event includes a news conference, a lecture series on the theme of science and society, a meeting with the secretary of state for science, research and development and a dinner in honour of University Professor John Polanyi, the co-winner of the 1986 Nobel Prize in chemistry and the first occupant of the Polanyi chair.

When the event was announced in September, 11 laureates from the US, Britain, Belgium and Canada said they would attend. Then on Oct. 12 Professor Emeritus Bertram Brockhouse of McMaster University learned that he and Clifford Shull of the Massachusetts Institute of Technology were co-winners of this year's physics prize. The organizers of the laureate gathering extended an invitation to Brockhouse and he accepted.

Brockhouse, 76, was awarded the prize for research he conducted at Atomic Energy Canada's Chalk River Nuclear Laboratories in the 1950s. The Royal Swedish Academy of Sciences, in its announcement about the prize, said that Shull has helped to answer where atoms "are" and Brockhouse, what atoms "do."

Brockhouse joined Chalk River as a scientist in 1950 after earning his PhD from U of T. In an interview he said his thesis topic was probably the reason he was offered the job. At the time he was one of a few people in Canada studying magnetism — his thesis concerned the effect of stress and temperature on the magnetic properties of ferromagnetic materials. The laboratory was interested in magnetism because Shull, working in the US, had shown there were magnetic effects in neutron scattering.

If Brockhouse did not know how to work on his own before attending U of T, he soon had a chance to learn. After his first year his two supervisors and a third member of the physics department's low-temperature laboratory left for jobs elsewhere. He continued on his own until a new member of the department agreed to supervise his work. However, that professor left for a job in Cambridge and Brockhouse was, once again, working solo. He persisted, completed his work and his thesis was accepted. Looking back he has no regrets.

"It may not be that bad to be thrown into things on your own. It may even be beneficial because too often graduate students say they are as 'slaves' or 'hands' and too closely supervised. I wasn't."

In 1962 he joined McMaster University where he remained until

his retirement in 1984. During his career he won a string of awards and was offered several jobs in other countries but, born and bred in Canada, he preferred to stay. He is a member of both the Royal Society of Canada and of London and has received the Order of Canada.

In the 1970s Brockhouse began teaching courses and giving public lectures on energy. It is a subject he is still keenly interested in but he thinks his message may be unpopular: energy is too cheap and we should cut back our use, taking buses instead of cars and reducing urban sprawl. Although the problem of pollution is being addressed and recycling initiatives are being launched, "we're still not doing enough," he says.

Issues concerning funding of science interest Brockhouse but he does not claim to have an answer to the ongoing debate about government's role in science and research. Governments have a responsibility to fund basic science, he said, "but of course you have to decide how much and at that point you get into more difficult issues." Brockhouse said he does not know how much the government spends on science and therefore is unable to say if the science budget is too small.

A scientist to the core, he is not in the habit of making pronouncements until he has studied the data.

Distinctive Programs Are Focus

- Continued from Page 1 -

reduction of faculty by about 10. The faculty complement in physics, for example, would decrease to two from six; French to four from seven.

In several of the 16 focus areas — including a new fine arts program amalgamating drama, music and the fine art studio; environmental science; history; and management — there would be faculty gains of one or two positions.

The paper calls for the establishment of a new division of collaborative programs. "This division is conceived as an academic unit that will take a proactive role in stimulating and promoting new collaborative approaches," the paper states. The division would initially comprise the cooperative international development studies program, women's studies and a new offering in cultural studies.

In addition the college may introduce new programs in international studies, policy studies and computational physical science. The plan also suggests creating "several strategically chosen graduate programs that do not exist anywhere else in the University and for which there is demand by excellent students." The potential areas for such development are environmental science, cultural studies, neuroscience, fine arts and cell and molecular biology.

At the college meeting, several people questioned the proposals. Professor Charles Dyer of astronomy



Paul Thompson

said he was concerned about the cuts to astronomy and physics and asked that the physics faculty retain its faculty complement. Professor Jane Bancroft of French spoke against the cuts to the language

programs. Thompson reminded speakers, however, that changes and cuts must be made and if they are not carried out in one area, they will take place in another. "This is not a situation where we are unconstrained. We are."

Jane Maxwell of the Cooperative Program in Administration and a representative of the U of T Staff Association, said she was disappointed that the discussion paper does not address the needs of administrative staff at the college. Thompson said staff are not mentioned because the college's restructuring has not yet been finalized. Earlier in the meeting he noted that over the past five years, the college has cut staff by 26 positions. "I am really nervous about cutting more administrative staff," he said.

UNIVERSITY - OF - TORONTO

THE BULLETIN

EDITOR: Jane Stirling • janes@dur.utoronto.ca
ASSOCIATE EDITOR: Karina Dahlin • karinda@dur.utoronto.ca
WRITERS: Suzanne Soto • suzanne@dur.utoronto.ca
Alfred Holden • alfredh@dur.utoronto.ca
EDITORIAL ASSISTANT: Ailsa Ferguson • ailsa@dur.utoronto.ca
PRODUCTION: Michael Andrechuk • Bob Lariviere
ADVERTISING: Nancy Bush • nancyb@dur.utoronto.ca



The Bulletin is printed on recycled paper. Material may be reprinted in whole or in part with appropriate credit to The Bulletin.

Published every two weeks by the Department of Public Affairs, 21 King's College Circle, 2nd floor, University of Toronto, Toronto, M5S 1A1.

EDITORIAL ENQUIRIES: 978-6981 • DISTRIBUTION ENQUIRIES: 978-4933 • ADVERTISING ENQUIRIES: 978-4933 • Display advertising space must be reserved two weeks before publication date. FAX: 978-7430.

Hard Copy



Serious page-turners and browsers alike were in reading heaven at the UC book sale Oct. 15-19. Everything from scholarly books to heart-thumping thrillers and gothic mysteries were up for grabs at the 17th annual event held in the East and West Halls and the rotunda. At least 70,000 volumes were donated and \$60,000 raised, two-thirds of which will go to the Laidlaw Library. Unsold books are distributed abroad and in Canada to native reserves, Frontier College and local charities.

Protests Brewing

CANADIAN STUDENT ORGANIZATIONS may stage a national student strike to protest Ottawa's proposed elimination of transfer payments for post-secondary education, says Gareth Spanglett, president of the Students' Administrative Council. "There has been a movement to draw attention to the federal paper," Spanglett said in an interview. "We're looking at what our options are."

University students, administrators and provincial governments have been scrambling to interpret the federal government's options paper on social policy reform since it was released Oct. 5.

In the report Ottawa proposes an unprecedented reduction in federal support to universities and colleges with a swift elimination of \$2.6 billion in federal grants to the provinces for higher education. The federal government has suggested the provinces charge sharply higher tuition fees to recover the money and it proposes a voucher system and income-contingent loan repayment program to assist students paying those fees.

President Robert Prichard said that income-contingent repayment plans have the backing of universities as a means to make higher education accessible to more people and that with other university presidents he supports this part of the government's proposal. However, the elimination of transfer payments would be "unacceptable," he said. "The current federal proposal contemplates a

severe reduction in support of post-secondary education — a reduction far more severe than in any other area of the federal social policy envelope."

Prichard said that U of T, the Association of Colleges & Universities of Canada and the Council of Ontario Universities (COU) will be making a case for continued federal support in coming weeks.

Peter George, president of COU, said a lot will depend on how the provinces react to the federal initiative if it is implemented. "One possibility is that the province will pass the cuts on to the institutions and that the province will then allow this to be recovered in the form of higher tuition fees," George said. "Another scenario is that the province will swallow some of the cuts and reallocate other revenues for support of higher education so that the direct impact on tuition is reduced."

U of T Faculty Association president Peter Boulton called the proposals contained in the federal paper "shocking." He said he learned of the details of the government's paper before their release and also prior to a leak of confidential cabinet documents spelling out their implications in more detail because someone had made them available by computer on internet.

"Universities and colleges have lost so much money in cuts in previous years," he said. "It's really an unfair attack."

Law Speeds Up Equity Process

THE PROVINCE'S NEW EMPLOYMENT equity act is good news for U of T and will help the institution meet its employment equity goals sooner, says Professor Michael Finlayson, vice-president (human resources).

Bill 79, which took effect Sept. 1, requires every Ontario employer to implement a detailed employment equity plan. The bill's criteria dovetail with programs the University already has in place and will not bring major additional expenses or administrative headaches, Finlayson said.

One of the requirements is that the University undertake a new and detailed employee survey. It must also review policies and practices for recruiting, hiring, training and promotion as well as file employment equity strategies that list goals and how to reach them. The law calls for consultation with associations, unions and other employee groups.

All these considerations are within the scope of the University's earlier plans for employment equity, Finlayson told Business Board Oct. 3. And although an 18-month deadline set by the province is tight, it will help ensure the goals of employment equity are achieved sooner rather than later, he added.

Louise Oliver, president of the U of T Staff Association, welcomes the legislation. UTSA will participate in one of several committees that will oversee its implementation, she said. "We're in favour of employment equity and we don't think it's going to be a problem. The legislation will help increase the participation of groups that traditionally have not had a high rate of participation in the work force."

Bill 79 is aimed at encouraging employers to cast a wider net when they are looking to hire or promote staff so that women, aboriginal peoples, people with disabilities and members of racial minorities are better represented in Ontario workplaces. Hiring quotas are not part of the legislation, said Rona Abramovitch, U of T's Status of Women officer. "Aggressive recruitment is what's at the core of it."

The legislation is not a major departure from the University's current practices, she said, but it may be an incentive to continue what is already being done. According to Abramovitch the University has tried to attract a more diverse range of candidates but has not always succeeded. She said U of T's top administration remains top-heavy with

men and that women represent only 18 percent of professors with tenure or in the tenure stream. The 1992-1993 report of the employment equity coordinator found that just 6.7 percent of professors were from visible minorities and 4.5 percent were persons with a disability. Demographics suggest there are more qualified people from all these groups than the University has been able to snag, said Abramovitch.

However, the survey published in January also suggested that turnover in these positions is steadily improving the mix. It found that nearly a third of newly hired professors are women, 18.8 percent are from visible minorities and six percent are persons with a disability.

Employment equity coordinator Mary Lynne McIntosh said U of T's first employment equity program was introduced in 1986 when the federal government began asking organizations that bid on federal contracts to comply with equity guidelines.

The federal regulation "required the exact same things as the Ontario legislation does," said McIntosh. The difference is that the Ontario law is more specific as to what employers have to do to achieve equity, and how they must do it, she said.

SMALL STEPS, GIANT STRIDES

The Boney Express proves that a little walking goes a long way

By ALFRED HOLDEN

MUCH RESEARCH HAS BEEN DONE AND EFFECTIVE treatment is becoming available. "Now what's needed," says Eleanor Mills, "are the patients."

Mills, 80, is one of Canada's most active crusaders against osteoporosis, from which she suffers. She has plenty of company: the crippling disease, which makes the bones brittle and weak due to calcium loss, afflicts one in four women and one in 10 men. In recent years U of T, through its Bone & Mineral Group in the Faculty of Medicine and based at St. Michael's Hospital, has become one of the leading centres for research into osteoporosis.

But according to Mills the message of successful research has been slow to emerge. This means many who could be helped are suffering needlessly.

"Even a lot of MDs are not aware that there is medication, or of other treatments or ways the worst effects of the disease can be prevented," Mills said in an interview.

This Sunday she will take a stride towards solving that problem when she leads the latest walk in a cross-country trek that has become known as the Boney Express, a team of osteoporotic women who have staged walk-a-thons in communities across Canada to sharpen public alertness to osteoporosis and its treatment and to raise money for additional research.

"She's an amazing woman," says Barbara Gardner-Bray, business manager of the Bone & Mineral Group, referring to Mills' fundraising and personal success in coping with the disease. The group has supported the walk and is a candidate to receive a share of the funds raised on the Oct. 30 event.

Typically people have osteoporosis for years before

they know it because there are no symptoms. Then one day, as happened to Mills in 1979 when she was buying groceries, a bone breaks or crumbles. By this time much bone loss has already occurred. A second break in 1982 threatened to leave Mills permanently bedridden.

Yet researchers have discovered that regular exercise — especially walking — a healthy diet and being alert to the disease's onset can prevent or mitigate the worst effects of osteoporosis.

Mills points to herself as walking evidence of how much progress has been made. She requires a walker



but special exercises, calcium tablets, medication and many kilometres of walking have helped build up her bones again.

"Before, I could barely wobble across a room," Mills said. "Now I can do 13 kilometres."

Despite many breakthroughs Gardner-Bray says it has been

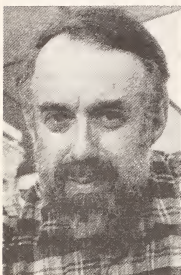
increasingly difficult to raise money for osteoporosis research. Part of the problem is that hospitals and research facilities are downsizing in a lean economy. But there is also the long shadow cast by cardiovascular, cancer and AIDS research, which tend to be in the spotlight. "In all this," the group's annual report states, "osteoporosis and bone research is having a difficult time." Indeed the group's survival "will require a level of financial support that is significantly greater than exists at present."

As for Mills she says that uphill battles, and even steep stairs, are fine for her now. Indeed she believes that travelling across the country, besides building up her own bones, will inspire others to seek treatment, support research and live better lives. "I don't like to bother people," she says. "But in this case, well, we have a message of hope."

Academic Freedom Society Receives Donner Funds

BY KARINA DAHLIN

THE ANTI-PC MOVEMENT HAS received a shot in the arm. Earlier this month the Society for Academic Freedom & Scholarship learned that it will receive a three-year research grant of \$210,000 from the Donner Canadian Foundation.



John Furedy

The society was founded two years ago by Professor John Furedy of the Department of Psychology. A tireless opponent of legislated equity policies and other "politically correct" measures, Furedy is a consistent critic of the University's "Equity Eight" — offices such as the status of women, race relations and employment equity.

In an interview he said he had tried to convince U of T to fund an

academic freedom adviser as well but without luck. He welcomes the grant from the Donner foundation — "it means the issue is being treated seriously by some people," he said.

The grant will allow Furedy to reduce his teaching load by half and hire a part-time secretary. He plans to arrange conferences and workshops to debate academic freedom and to travel across Canada and abroad to speak about the "velvet totalitarianism in Canadian academe." He will also document the debate and examine the data that have led to affirmative action policies. Over the past decade such data have mostly been interpreted by people in the PC movement, he said.

In three years, when the grant expires, he hopes to establish a centre and hand the society's reins to someone else.

In his proposal to Donner, Furedy said that many university administrators have been influenced by special interest groups "who use severely flawed advocacy research to encourage the introduction of policies that are inimical to scholarship and that waste money." What is missing, he added, is "a forum which will both support serious research and encourage public discussion of the policy implications of such research."

The society also acts as an advocacy group and, according to Furedy, was the only organization in Canada to censure the University of New Brunswick last year for suspending a

faculty member without a formal inquiry. There are other cases to pursue, he said, and now he hopes to be able to deal with them more effectively. "By and large, faculty asso-

ciations are ignoring them," he noted.

The society has 350 members; some of its most enthusiastic supporters teach at community colleges, Furedy said. This is because commu-

nity colleges have less freedom than universities to reject government policies such as the zero-tolerance framework prohibiting harassment that the Ontario government issued last year.

West Coast Author Named Writer-in-Residence

ACCLAIMED CANADIAN AUTHOR and writing instructor Susan Musgrave has been named Presidential Writer-in-Residence at Massey College for the spring term.

Musgrave, who has written 19 books including poetry, fiction, non-fiction and children's stories, was chosen from among 41 applicants for the position, which runs from January to April.

"We are honoured that Susan Musgrave is joining us," said Professor Dennis Duffy of the Department of English, chair of the writer-in-residence selection committee. "We know her as a star performer, a star teacher and someone who has produced a substantial body of writing in various genres."

Musgrave's latest book of poetry *Forcing the Narcissus* and a second collection of essays, *Musgrave Landing*, were published earlier this year. She also compiled and edited *Clear Cut Words: Writers for*



Susan Musgrave

Clayquot and *Because You Loved Being a Stranger: 55 Poets Celebrate Patrick Lane*. She has received a National Magazine Award and the R.P. Adams Memorial Prize for Short Fiction (US) and been short-listed for the Governor-General's Award four times. In addition to her writing, Musgrave has taught poetry and creative writing in pub-

lic schools, psychiatric institutions and maximum security prisons.

At U of T she will deliver a public reading on each of the three campuses, conduct a weekly fiction writing seminar and keep regular office hours for consultation with students. Before officially taking up her position she will deliver a public reading in November. The English department is accepting applications from students who want to participate in the non-credit writing seminar. Enrollment will be limited to 20 students.

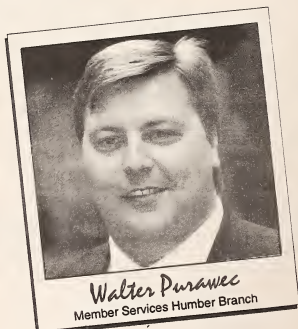
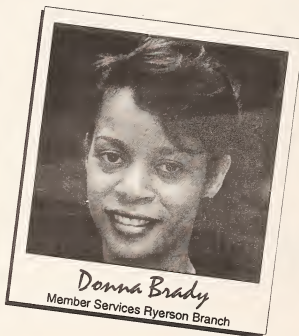
Funding for the writer-in-residence program will be provided by the president's office, Duffy said. The office has agreed to support it for the next four years at a cost of about \$20,000 per year. Meanwhile the program's five-member selection committee — composed of representatives of the English department, Massey College and the administration — is accepting applications for the 1996 competition.

NOVEMBER 1st, 1994

Unicoll Credit Union adopts its new name



METRO CREDIT UNION



New name... same friendly faces.

Technology Transfer Takes New Step

BY KARINA DAHLIN

A GROUP OF SCIENTISTS AT U of T, who hope to find a treatment for certain kinds of strokes, may have their work funded by venture capital.

A venture fund for neuroscience research was announced last month by a group of investors led by the Royal Bank. The purpose of the fund is to provide capital for research — research that investors hope will generate new drugs and devices and a 25 percent return on their investment.

There is no guarantee that investors will receive a return, said Richard Lockie, vice-president of MDS Health Ventures Inc., the company that manages the fund. However, MDS has "a pretty good record of making investments in early-stage science," he added. "We feel confident we will be successful."

So far \$52.5 million has been committed to the project; if other investments equaling that amount are found, the Neuroscience Partners Limited Partnership (the name of the group of investors) will add up to \$22.5 million more. The partnership also includes the Caisse de dépôt et placement du Québec, The Manufacturers Life Insurance Company, Ontario Hydro Pension Fund, Manitoba Teachers' Retirement Fund and Société Innovatch du Grand Montréal.

Similar venture funds have been created in Quebec but this is probably the first nation-wide project of its kind, said Peter Munsche, assistant vice-president (research services). "Creating the fund is a terrific achievement," he declared. "We hope it can be a model in other areas of research where the University is involved."

The Neuroscience Network, a

federal centre of excellence, is a key organization in the new enterprise and has key connections. The executive director of the Montreal-based network, Warren Bull, is a retired Royal Bank executive, while the chair of the network's board of directors is David Johnston, former president of McGill University.

One of the projects of the network is based at U of T. Professor Milton Charlton of physiology and four other inventors are developing a treatment to prevent stroke damage in nerve cells. If their work is funded with venture capital (and they hope to know in six months), Charlton and his colleagues will be able to move to the next phase of their research — expensive trials involving large animals.

"Coming across that kind capital in Canada has been very difficult," Charlton said. "There has been no focused source of capital for development of neurosciences yet we are very competitive, we do a lot of high-quality research, especially given the amount of funding we are given."

Often inventions in the field of neuroscience simply disappear from Canada, Charlton said. He hopes the venture fund will stop the flow and, eventually, help the Canadian economy benefit more from the expertise that is generated by the research community.

Charlton does not think the venture funding will compromise his research efforts and he plans to continue working on applied as well as basic research projects. In fact the idea for the stroke treatment project came from basic research he conducted some eight years ago, he said. "I'm ecstatic that something came out of my basic research, that finally something I worked on became relevant."

Justice for All



ANDRE SOERENSON

Federal justice minister and attorney-general Allan Rock makes a point during his lecture at the Faculty of Law Oct. 13 at Flavell House. Rock, Liberal MP for Etobicoke Centre, spoke to 170 students, faculty and alumni on current issues in justice reform. His visit inaugurated the Yves Pratte Scholarships — an exchange program for law students at U of T and Laval University.

Residence Opening on Anniversary

WHEN INNIS PRINCIPAL JOHN Browne first approached the administration with the idea of building a student residence for the college, he never thought that 10 years later he would be looking at it from his St. George St. office window.

"I was sure I wouldn't see it happen because of the length of time that it takes to get most things done," Browne said. "But here it is."

The \$12 million building designed by renowned Toronto architect Eberhard Zeidler will be officially opened Nov. 5 — the 100th anniversary of the birth of Harold Adams Innis, the brilliant political economist, pioneer in communications studies and former U of T professor for whom the

college is named. Its 89 apartment-style units at 111 St. George St. house 339 male and female students from the Faculty of Arts & Science, Innis and Woodsworth Colleges as well as the professional faculties. Funding for the building has come from the Devonshire Fund which provided \$4 million, other private donors, the provincial government and U of T.

The residence's opening will launch other events organized to mark both Innis' birth and the 30th anniversary of the college's founding. One of the most important is the start of a year-long alumni fundraising campaign intended to generate \$300,000 for the new residence.

About \$100,000 of this money, to

be used to equip the building's common rooms, has already been raised. The rooms, Browne said, have tables and couches but the college plans to make one into a music room, another into a large-screen television viewing area, and a third into an exercise facility.

The college also plans to unveil a new \$215,000 emergency loan and scholarship program for students living in residence. The Taddle Creek Co-op, a group of students who run a housing cooperative on campus, has raised the necessary funds for the scholarship.

On the academic front, the college will host John Ralston Saul, author of *Voltaire's Bastards*, on Nov. 11 as part of the celebrations.

A SEASON OF REVIEWS

— Continued from Page 1 —

For the science and technology review, our concern is to ensure that the federal government's policies protect and enhance the budgets of the granting councils, maintain a strong commitment to fundamental research and ensure an internationally competitive research infrastructure at universities across Canada. We have made clear that the top priority for universities must be the protection of the granting council budgets. To sacrifice these would be to violate the commitments made in the Liberals' red book and would directly undermine support for scholarship and research at all universities.

The third federal review is that of foreign policy. At present there is no clear recognition of the role of higher education in Canada's foreign policy. And our foreign policy has failed to embrace higher education as an area which can contribute very significantly to Canada's long-term international interests. Vice-President Heather Munroe-Blum and I appeared before the foreign policy review committee and urged the government to see its universities as important instruments for investing in Canada's future international relations through education and research and international collaboration.

BULLETIN: What would happen to Ontario universities if one of the OCUA proposals was implemented, for instance, the option suggesting universities provide teaching and research on a contractual basis?

PRICHARD: It would lead to inappropriate government involvement in various decisions that should be internal to the universities. It would almost certainly lead to a very large growth

in the bureaucracy necessary for the administration of university funds in the government and the university for no obvious benefit. And it would not have the benefit of a true market-oriented solution in that the government of Ontario would be a monopoly buyer of these services, denying us the benefits of true competition. The University of Toronto's opposition to this is firm, particularly in that many read the proposal as inviting a separation of teaching and research. For a research university, there is nothing more important than integration of teaching and research.

BULLETIN: Governments are dealing with financial pressures and demands for greater accessibility. Isn't it reasonable for them to be questioning funding of public institutions now?

PRICHARD: Yes, it's entirely reasonable to review these matters, and it is incumbent upon us to be constructive participants in the reviews. At the same time, however, it's not appropriate to create unnecessary uncertainty for the universities, particularly at a time when each university in Ontario is working to serve as effectively as possible in very constrained times. Uncertainty makes change less likely, not more likely, in a university. As a result I urge the government of Ontario to create the greatest stability possible with respect to our funding arrangements, consistent with the very real constraints faced by the government itself. This is not the time for radical overhaul. This is the time universities should be given as much support as possible to do their jobs to the limits of their ability in very changing times.

BULLETIN: Does this scrutiny infringe upon the autonomy of the institutions? If so, what is the danger of this?

PRICHARD: The reviews themselves do not infringe on the

autonomy of the university. There are, however, tremendous dangers in some of the proposals that are advanced in these reviews which would seriously and permanently compromise the proper freedom, independence and autonomy of our universities. Maintaining the proper relationship between the state and universities is a major issue in every western democracy.

BULLETIN: Are politicians listening to universities?

PRICHARD: I believe we are heard, not as clearly and loudly as I would hope, but we are heard. Our national organization, the Association of Universities & Colleges of Canada, and our provincial organization, the Council of Ontario Universities, are doing excellent work on our behalf. If we combine their efforts, those of all the other universities in Canada and the various organizations representing faculty, students, staff and alumni, with our own efforts, I believe our provincial and federal government will feel compelled to take our views seriously.

BULLETIN: Are you optimistic about the outcomes of these various proposals?

PRICHARD: It's important to be an optimist to serve as president of a university in today's financial environment. Our federal and provincial governments face very real financial constraints and it is inevitable that all public institutions including universities will experience some of the consequences of this constraint. And in that sense it is difficult to be optimistic if optimism is measured by the rate of growth of university grants in the intermediate term. On the other hand, constrained times focus attention on making sure we're spending as wisely and effectively as we can and that each level of government is as focused as it can be on its distinctive responsibilities.

Vamps & Tramps
 An Evening With
Camille Paglia



Thurs. Nov 3rd, 7:30pm MacMillan Theatre
 80 Queen's Park (Edward Johnson Bldg)
 Tickets: \$4 / \$3 students & seniors.
 Available at U of T Bookstore 214 College Street
 For information 978-7889

An evening with



Sheryl WuDunn
 CHINA WAKES
 The Struggle For The
 Soul of A Rising Power



John Keegan
 A History of Warfare

Mon. Nov 7th, 7:30pm
 O.I.S.E. Auditorium 252 Bloor St. West
 Tickets at the Door \$3 / \$2 students & seniors.

OCT 24 7:30 pm	Next Wave Writing Cathie Pelletier • A Marriage Made at Woodstock Eliza Clark • What You Need Gayla Reid • To Be There With You Martin Waxman • Everything In Winnipeg Begins In A Car The Rivoli 334 Queen St. W. (no cover)
OCT 27 7 pm	Readings at Palmerston (free) M.G. Vassanji • The Book of Secrets Oakland Ross • Guerrilla Beach David Helwig • Just Say the Words Palmerston Library, 560 Palmerston Ave. (Bathurst subway)
NOV 2nd 7:30 pm	A Taddle Creek Reading / Next Wave Writing Russell Smith • How Insensitive K.D. Miller • A Litany In Time Of Plague Victor Coleman • Lapsed W.A.S.P.: Poems 1978-89 Michael Holmes • James I wanted to ask you The Rivoli 334 Queen St. W. (no cover)
NOV 10th 7:30 pm	Readings at Palmerston (free) Ronald Wright • Home & Away Palmerston Library, 560 Palmerston Ave. (Bathurst subway)
NOV 16th 7:30 pm	Next Wave Writing with Sally Tisdale • Talk Dirty to Me: An Intimate Philosophy of Sex The Rivoli 334 Queen St. W. (no cover)
NOV 17th 7:30 pm	A reading from a new novel Tim O'Brien • In The Lake of the Woods George Ignatieff Theatre 15 Devonshire Place \$2 at the door

*Just walking to
the Video Store....*



DOLLAR SENSE

**Don't invest without a
 STRATEGY.**
 Review your retirement and
 wealth accumulation plans
 with an expert today.

369-2170

DAVID GORDON
 Financial Advisor • Your Partner in Battle



**MIDLAND
 WALWYN**
 BLUE CHIP THINKING™

TM BLUE CHIP THINKING is a trademark of Midland Walwyn Capital Inc.

Before you decide on
 your child's education,
 go to school.

Deciding on your
 child's education is one
 of the most important
 decisions you can
 make. Spend some time
 with us and you may
 discover that this is the
 education you want for
 your child. You'll learn
 about the unique philo-
 sophy of a Waldorf



education. It's a pro-
 gram that is geared
 towards developing the
 whole child and allows
 your child's talents and
 abilities to flourish in so
 many ways. To find out
 more, please call or sim-
 ply attend our lecture. It
 could be quite a learn-
 ing experience.

PUBLIC LECTURE: TUES. NOV 1st - 8PM
 "An Introduction to Waldorf Education"
THE ALAN HOWARD WALDORF SCHOOL
 (416) 962-6447

228 St. George St. Toronto
 Nursery & Kindergarten, Elementary to Grade 7, Grade 8 (1995-96)

HELPING THE WORLD WRITE NOW



Self-sufficiency through
 literacy in the developing world

For information,
 call 1-800-661-2633

LOVE HANDEL'S

Up to 70 hours of classical music weekly.

HANDEL:

**ROYAL
 FIREWORKS
 MUSIC**

HANDEL

Water Music
Bassoon



Non-commercial Radio



Faculty Club

New Exciting Features at The Faculty Club

Special Wine Feature of the Month

Thai Chicken Salad

Quesadilla

Brushetta

Nachos

Focaccia of the Day

Warm Salads

Double Decker Crab

Satay

Vegetarian Burger

Carved Hot Sandwich & Soup Buffet

Espresso & Cappuccino

Tartuffo, Gelato, Decadent Cakes,

Sampler Plates

We look forward to seeing you at The Club
 978-6325

THE GROWTH OF THE HARM PRINCIPLE AND OLD TREES



OUR SKEWED FORM OF SOCIAL ACCOUNTING

The Harm Principle and How It Grew was the title of this year's Olin lecture in law and economics, delivered Sept. 30 at the Faculty of Law by Professor Richard A. Epstein of the University of Chicago.

Much of the common law torts edifice rests on the powerful distinction between those actions that cause harm to another individual and those actions that do not. Where an individual undertakes a course of action that causes no harm to another individual, that conduct is regarded as an expression of individual liberty and as an action that generates no liability. Conversely, where an individual undertakes a course of action that does cause harm to another person, then a wrong is committed for which some remedy is normally required, at least if no justification or excuse is offered. More than one learned scholar has cited the maxim *sic utere tuo ut alienum non laedas* — "use your own so as not to harm another" — as the fundamental proposition of tort law.

This harm/no harm distinction at common law cannot be dismissed as some idle legal convention for it also strikes a raw nerve in ordinary social interactions. "Keep your hands to yourself" and "mind your own business" may lack the obscurity of a Latin maxim, but their message is clear: each of us has separate domains and, in the language of the street, no one is allowed to butt in (the polite word is intrude) to some domain properly reserved to another. Finally, this harm principle is also backed by a deep philosophical pedigree, most closely associated perhaps with the work of John Stuart Mill. Yet on closer inspection, most common formulations of the principle raise serious difficulties with which the tort law has had to grapple. Should the application of the principle be limited to physical harm? What about competitive harms? Blocking of views? Personal offence? False or insulting words?

[Epstein then argued that it is a misuse of the harm principle to use regulation to protect people against competitive injury by fair trade law and tariffs, against environmental injury that does not involve the creation of ordinary common law nuisances, against various private discrimination on grounds of race, sex, age, disability or national origin and the provision of cross subsidies in the area of health care. He concluded.]

We are now in a position to see where the modern synthesis goes wrong. The current view sees *externalities everywhere*. In effect it isolates one negative consequence of any action on third parties and uses it to justify the prohibition of that action, no matter how large the gains for others. This skewed form of social accounting has a predictable, if perverse result: every action generates some harm under

the expanded harm principle. The environmentalist will not allow us to alter the physical universe; the regulator will not allow private contracts; the speech theorist will not allow any (or at least many) forms of speech; and the egalitarian will not tolerate private gain through honest commerce. The antidote is to recall Mill's optimism and to accentuate the positive and limit the negative. The full range of consequences has to be grasped and evaluated, comprehensively and not selectively, not case by case but by broad categories of cases. When and if that is done, the bottom line will be pretty much as Mill himself understood it: limitations against force (including pollution) and fraud (including defamation). To that is added some concern with monopoly and contracts in restraint of trade, always a source of concern at common law. For the rest the principle of freedom of action (of speech, religion, contract and association) should remain as strong and as vibrant as Mill would have it, not in any naive belief that it causes no harm but in the informed belief that the alternative systems lead to totalitarian excesses that do far greater violence to the harm principle than any of the ordinary practices they suppress.

THE CASE FOR OLD FORESTS

Tzvetan Todorov, an eco-activist advocating the preservation of the forest at Clayoquot Sound in British Columbia, gave a slide presentation at the George Ignatieff Theatre on Sept. 21. The event was sponsored by a number of groups including the Department of Political Science and the Faculty of Forestry.

Canada holds 10 percent of the world's existing forests and they're being destroyed at an unprecedented rate. We've already lost 48 percent of our original forest cover and 81 percent of what we have protected, the parks that are protected, are less than 10 square miles. That means we're protecting little pockets, little fragments of old-growth forests in a sea of clearcuts.

Half of what we have lost in Canada, half of that 48 percent, has been lost since 1960. In British Columbia almost 70 percent of the forest that has disappeared has disappeared since 1970. It's an unprecedented rate, and worldwide 75 percent of our natural forests are gone. And that's one of the major reasons that Clayoquot Sound is so important.

FIRST, WHAT DOES TRANSMUNE MEAN?

*Last March the Department of History of Art and the Centre for Reformation & Renaissance Studies sponsored an international conference at Victoria College entitled *Antiquity and Antiquity Transmuted*. A long list of scholars spoke, including Leonard Barkan of the University of Michigan. The author of a book entitled *Transmuting Passion* Barkan spoke of his efforts to explain what "transmune" means.*

In the final scene of my acquaintanceship with the term, I had placed the marvellous poster for this conference on my office door, which was half open. A student of undergraduate age whom I had never seen before stopped and stared at it at length, then walked in uninvited and said, "What's that?" Recalling my vocation as a teacher but dreading this particular instance of it, I said, "It's a conference." "What's it about?" he asked. To which I tried an even wickered evasive tactic: "Well, they designed a conference around a term that I used as the title of a book." He was impressed but not deterred. "But what does it mean?" "Well, uh, transmutation it means, sort of,

Because Clayoquot Sound is a large area. It's an area of temperate rain forest and temperate rain forests are very rare in the world. At one time on the west coast of most countries, all across Chile, North America, Tasmania, Australia, there were temperate rain forests. Now there's about 50 of the original forests left: most of the large areas are either in Canada or in Alaska.

Clayoquot Sound is an area of 325,000 hectares. Why is that important? It's important because conservation biologists — some conservation biologists — are saying that in order to protect biological diversity, you need an area of at least 300,000 hectares. At least 25 percent of Clayoquot Sound has already been clearcut, and more as I speak

... This slide shows a cedar that has fallen and the body of that cedar has become not only a container of water that is released slowly over a period of time but the nutrients from that tree are providing for the growth of new trees.

In a tree farm, instead of that interaction between species of trees and plants and fungi, what you have is one or two or even three species of trees, and you don't have the undergrowth, and you're certainly not allowed to have decaying matter.



transmune... "No, no," he said, "what does antiquity mean?" I wasn't sure whether he already knew what transmutation meant or whether he was taking it one term at a time. But I breathed a sigh of relief, said, "Greece and Rome"; yet after he left, I fell to thinking that perhaps the best definition of transmutation at least for the purposes of our interests here might be the continual, sceptical and careful posing of the student's own real question: what does antiquity mean?

But let me see if I can do a little better for you than I did for the kid in the hall. Transmutation is a figure of rhetoric which also becomes a figure of history. In its rhetorical mode, which one might call synchronic, it refers to the movement, or slide, among different tropes: say, a kind of domino effect from one metaphor to another instead of the direct reversion from the metaphorical to the literal. In its historical mode, which one might call diachronic, it refers to relations among different planes of time that operate not by literal transmission but by figuration, by metaphor, by pun, by misreading, by condensation and displacement, choose whatever illogical logic you will. If one argues (quite sensibly) that all accounts of transmutation are metaphorical, then I would say that the virtue of a transmutative approach is that it knows it's metaphorical. My transmutation, then, is the figure that renders into explicit consciousness the cultural activity of figuration; indeed, it defines the layers of history by the fact that they exist in metaphorical relations to each other. In practice, when applied to the heritage of antiquity, transmutation makes us aware that we are not studying merely the continuity and change of materials but that we are studying the continuity and change in the modes by which the materials are defined, shaped and observed. Indeed, we are attempting to erase the priority that operates between classical materials and ways of looking at classical materials.

MOTHERHOOD QUESTIONS

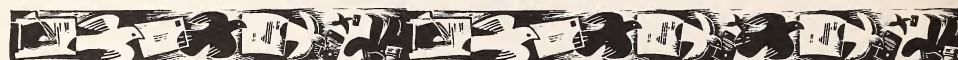
*Rachel Epstein, a sociology student at York University, spoke to the lesbian and gay academic forum at U of T May 16. Her topic was *Lesbian Co-Parents: Reinventing the Family*?*

North America is experiencing a baby boom among lesbians. More and more lesbians are choosing, as lesbians, to become parents. While statistics are virtually impossible to come by, the numbers are clearly in the thousands.

A lesbian choosing to have a child faces a myriad of issues and decisions. She needs to decide whether she wants to attempt to adopt or to get pregnant and give birth. If she is trying to biologically bear a child she must choose alternative insemination or sexual relations as a means to get pregnant; she has to weigh the pros and the cons of a known versus an unknown sperm donor; and she has to decide what criteria are important to her when selecting donors and what legal or other arrangements she wants to make with the donor.

She also has to make decisions about the organization of the family she wants to parent within. Some lesbians are choosing to be single parents, some are parenting in couples and others are developing more innovative parenting models. These include inclusion of a known sperm donor as a parent figure or co-parenting with one or more other lesbians or other gays.

LETTERS



HIGHER EDUCATION HAS NO CLOTHES

Further to the University's prosecution of Professor Richardson for abusing professional privileges, much more needs to be said and done about accountability: universities are the only business in the world that do not have quality control; whether or not a professor is maintaining a good academic standard nobody knows or appears to care. Universities rely on trust.

Academics claim professional privilege founded on academic freedom and "education is not a business." Other professions, however, have no such privilege: not only do they often work in full view of their colleagues, more important, they can be sued by clients for negligent or sloppy work. Professors teach and grade essentially free of any scrutiny and cannot be sued for grading easily and/or demanding little. If grades are too low or

demands too extreme there is an appeal process that brings matters into more public view and thus exercises some control, but this merely adds to the pressures to grade easily — who wants to ruin June being dragged through an appeal process by a student who can't take C for an answer? Professors know what is going on but remain silent because, among other things, none has hard data. Registrars, who report to presidents,

have the data but refuse to divulge it. Tenure and the incessant demand for collegiality drive the final nails into the coffin of higher education — the problem is sealed, buried, intractable and everlasting.

The situation is pernicious in the extreme since the working people who pay the heavy freight of academic "non-business" salaries also keep quiet because their Billy, who can barely write a sentence, now wonder of wonders has a BA and might be able to use it to get a good job, or at least go into teacher-training or take a master's degree. Everyone is happy. The perfect system.

Almost, but not quite. Students who work very hard, be they of affluent or deprived background, one day wake up to the fact that no one in the real, quality-disciplined world believes the "excellent" notations inscribed on their official transcripts and are not at all impressed with the holding of a degree (with the possible exception of a BSc). And professors who worked hard believing teaching was a noble profession that, among other things, enabled the underprivileged student to make good by sheer effort and merit are now disillusioned, demoralized and dropping out. "Higher education" has no clothes.

Is there no one within academe who cares? Not a single university president in the whole of Canada willing to face down irate professor unions, willing to serve the public good rather than public relations?

LAURENCE STOTT
UNIONVILLE

**DEBT-LADEN STUDENTS
GET LITTLE SYMPATHY**
Concerning Debts but No Doubts (Sept. 6): what on earth is this article about? Is it a stunning revelation that a higher education costs an awful lot of money? Could it actually be an appeal for sympathy for two people splitting a monthly rent of \$350? Or perhaps you are attempting to shock your readers

with the fact that financial insecurity is a severe impediment to the successful completion of a degree?

I believe a far more fascinating topic for an article in *The Bulletin* would be a study of the costs of an American education and a subsequent debt load for an American student or an analysis of the costs of a post-secondary education and subsequent debt load for a Canadian student studying in the USA.

Of course I wish [teaching assistants] Laura McRae and Michael Gennar and every other student at this university every success, simply because their efforts in the present will undoubtedly provide them with a higher standard of living in the future. I would also hope — however fancifully — that their success would contribute to their personal growth and to the betterment of our society. These results, I believe, might be the point of all their work.

And please forgive me for my cynicism: my thoughts are caught up in a vision of the large number of bright people who will never set foot in a university classroom only because they do not have and never will have the funds. Why anyone who is not doomed to a lack of education and the prospect of lifelong unskilled poorly paid employment would be dismayed at the great effort it takes for them to make their way a little easier in this world is beyond me.

Everything costs money and it should surprise no one that many people have a hard time making ends meet when they are in school. Many people have a hard time making ends meet all the time. The value of a university degree, however, is not a mere tally of the debts incurred during its completion but a realization of the myriad benefits incurred because of the efforts expounded to achieve it — however unbearably endless the impecuniousness seems during the course of study and however paltry the graduate's financial gain.

CINDY MARIE LAW
FACULTY OF DENTISTRY

ON THE OTHER HAND

B Y N I C H O L A S P A S H L E Y

ABLE TO THE CHIEF

LAST MONTH I ALLUDED TO THE writer's trick of naming fictional characters after Toronto's licensed premises (Clinton Morrissey, Madison Brunswick, etc.). A number of readers have responded with dismay that a pillar (albeit more ironic than Ionic) of the University community should possess such an encyclopedic knowledge of local drinking holes. It's not what you think; I don't have a drinking problem. But if I want to see my friends, I know where to find them.

I tackle this difficult subject because the beginning of another school year invariably gets University administrators worried about excessive alcohol intake by students, and rightly so.

I too worry about students' drinking habits. Getting a seat in many a midtown Toronto pub becomes close to impossible after classes start, and that's just not right. When I was an undergraduate at this university we didn't drink in pubs, mostly because there weren't any. We drank in bars or, more accurately, taprooms. If, like me, your particular grove of academe lay at the northeast corner of the campus, you possibly gravitated towards either the Baboor or La Place Pigalle. While I appreciated the charms of these spots, I was an Embassy Tavern man.

I sipped my first beer at the Embassy on Oct. 1, 1965, about 9:30 p.m. local time, if you must know. Like most of the population of Ontario I was underage in those days when you had to be at least 50 and have a letter from your mum to drink legally. I had just left Hart House Theatre where I'd been rehearsing my brief scene as a comic burglar in a production of Shaw's *Heartbreak House*. (To this day I persist in thinking of *Heartbreak House* as a play about a burglar who breaks



into an English country house in which the inmates have done nothing but talk for at least an hour and show every sign of continuing to do so long after I'm back in the dressing room.)

My homeward path took me past Varisty Arena. John Diefenbaker was addressing a full house inside and his memorable tones were being relayed via loudspeaker to the overflow audience outside. There I encountered a student questioning the virtues of the Progressive Conservative party to a man whose lapel buttons proclaimed him a proud Tory. Listening, I joined the side of my fellow student. Hey, it was the 60s.

After a lively debate my newfound friend suggested a restorative glass of beer at the nearby Embassy Tavern. The Wild Knight Room was for men only, a sparsely furnished room with comic murals of medieval palaces having fun — but not too much fun, this being Ontario. In the next room, although we could not see them, were Ladies of sophistication drinking the same pale beer that we were — or, for all we know, martinis — with their Escorts, in the evocatively named Ladies and Escorts room. Some day, I vowed, I would have a Lady of my own to Escort, if only to confirm the rumours of that more luxurious room. Did it really have carpeting?

The Embassy, like all good things, was not long for this world. It vanished in the mid-70s, characteristically destroyed, first for a set of boutiques, then for Harry Rosen's clothing emporium for powerful men. How very Toronto to take a perfectly good beer parlour and turn it into boutiques.

Anyway, this is a roundabout way of saying that to parash the Chief who drove me to drink and — to paraphrase W.C. Fields — I forgot to thank him.

The Bulletin

invites readers to submit information regarding awards and honours as well as death notices of staff and faculty. Please include as much background information as possible.

Please send, deliver or fax the information to:

JANE STIRLING, EDITOR,
21 KING'S COLLEGE CIRCLE,
2ND FLOOR; FAX, 978-7430.



UNIVERSITY OF TORONTO
CENTRE FOR BIOETHICS

Second Annual Allway Lecture
"MEDICAL MORAL MAZES:
THEOLOGICAL PERSPECTIVES"

Dr. E. David Cook, Director
Whitefield Institute, Oxford

Tuesday, October 25th at 4:30 p.m.
Great Hall, Centre for Bioethics
88 College St.
ALL WELCOME

HARCOURTS LIMITED

Since



1842

OFFICIAL
UNIVERSITY OF TORONTO
ROBES

ALL CANADIAN AND FOREIGN UNIVERSITIES

26 Duncan Street

TORONTO

(416) 977-4408

BOOKS



The following are books by U of T staff. Where there is multiple authorship or editorship, staff are indicated with an asterisk.

October
Public Schools and Political Ideas: Canadian Educational Policy in Historical Perspective, by Ronald Manzer (University of Toronto Press; 362 pages; \$40 cloth, \$19.95 paper). Education in Canada has become the scene of ongoing conflict, with various factions vying for representation of their political, economic and cultural interests. Schools have become objects of domination and products of compromise. This book interprets the political ideas and beliefs that underlie educational policies. The analysis begins with the foundation of state education in the mid-19th century and continues through to the prospective reforms of the early 1990s.

Sir Ernest MacMillan: The Importance of Being Canadian, by Ezra Schabas (University of Toronto Press; 374 pages; \$35). As a conductor, organist, pianist, composer, educator, writer and administrator, Sir Ernest MacMillan stands as a towering figure in Canada's musical history. This well-researched account of MacMillan's life tells of his rise in Canada from his early years as a church organist to his international successes as a guest conductor and the knighthood conferred on him by King George V. It provides contemporary critical reviews of MacMillan's work interspersed with incisive observations of the man and the personalities and problems he encountered.

Sexual Equality: A John Stuart Mill, Harriet Taylor Mill and Helen Taylor Reader, edited by Ann P. Robson and John M. Robson (University of Toronto Press; 446 pages; \$60 cloth, \$24.95 paper). All the significant ideas in 19th-century English feminism can be found in the prose and thought of John Stuart Mill and in those of the two women central to his life: Harriet Taylor, who married him in 1851, and her daughter Helen Taylor. This volume brings together the writings and speeches from these three thinkers on the subject of sexual equality. They cover such topics as love, sex, marriage, children, property, domestic relations, divorce and suffrage.

September
The Motif of the Journey in 19th-Century Italian Literature, edited by Bruno Magliocchetti and Anthony Verna (University Press of Florida; 211 pages; \$29.95 US). The journey is one of the most enduring, complex themes in the literature of western civilization. These essays illustrate Italy's contribution to the history of the trope during a time when countries became increasingly interdependent

and conscious of each other's cultures and demonstrate that Italian authors of 19th-century fiction expanded its creative potential and its core of moral and artistic significance.

Catching up
Registre des conclusions de la Faculté de théologie de l'Université de Paris, Tome II: du 26 novembre 1533 au 1er mars 1550, edited by James K. Farge (Klincksieck, Paris; 578 pages; approx. \$80). This book, an edition of Paris Archives nationales Registre MM248, publishes for the first time the conclusions or decisions taken by the Faculty of Theology of the University of Paris (Sorbonne) between 1534 and 1550, a period of critical importance in the intellectual and religious history of France. The text is in Latin; the introduction and critical and historical annotations are in French.

Late Medieval Liturgical Offices—Texts: Tools for Electronic Research, by Andrew Hughes (Pontifical Institute of Medieval Studies; 230 pages, 3.3.5-inch high-density DOS disks; \$85). The liturgical office for Thomas of Canterbury was sung from Norway to Hungary. Offices for St. Dominic and St. Francis were similarly widespread. Did the office for Thomas of Canterbury influence them? This book provides tools that can help address such questions. It sets out concise but comprehensive methods for characterizing and recording liturgical material; for analyzing late medieval poetry; for indexing and comparing plain songs and for making brief inventories of liturgical manuscripts. It also presents a consistent system of signa for referring to the libraries in which manuscripts are held. The repository is presented in electronic editions that can be fully indexed and searched.

The Dictionary of Old English: Fascicle A, edited by Antonette diPaolo Healey, Joan Holland, David McDougall, Ian McDougall, Nancy Speirs and Pauline Thompson (Pontifical Institute of Medieval Studies; 50 pages; 4 fiche; \$11 for set). Although the *Dictionary of Old English* is meant to serve as a bilingual translation dictionary, it is also a historical dictionary, an inventory and description of the English language from its earliest appearance in written records, ca. 600, to 1150. It is intended to complement the *Oxford English Dictionary* for the earliest period of the language. The letter A consists of 1505 headwords in 2331 pages on microfiche.

Younger Generation, by Morton Smith (Coach House Press; 2 parts; \$12.95). Poems to children and teenagers and to the encouragement of their parents as well.



Joaquin Valdepeñas-clarinet
David Hetherington-cello
Patricia Parr-plane
Artists-in-Residence, Faculty of Music,
University of Toronto

All concerts 8 pm - GLENN GOULD STUDIO

FRIDAY, NOVEMBER 11, 1994

GUEST ARTISTS

Joanne Kolomyjec, soprano
Paul Kantor, Mi Hyon Kim, violins
Paul Coletti, viola

Works by Fuchs, Hétu, Schubert Shostakovich

FRIDAY, JANUARY 20, 1995

GUEST ARTISTS

Chao-Liang Lin, Analea Palipatanakoon, violins
Toby Hoffman, viola
Works by Mozart; Alexina Louie (World Premiere)

FRIDAY, FEBRUARY 10, 1995

GUEST ARTISTS

Martin Beaver, violin; Rivka Golani, viola
Works by Bruch, Schumann, Cherney

FRIDAY, MAY 5, 1995

GUEST ARTISTS

Douglas Boyd, James Mason, oboes
Joel Quarrington, double bass; Joseph Orłowski, clarinet
Michael Sweeney, Kathleen McLean, bassoons
Fred Rizzer, Joan Watson, Marcus Hennigar, horns
Works by Nielsen, Britten, Glinka, Dvorak

4-CONCERT SERIES SUBSCRIPTIONS

\$68 (\$51 Seniors, \$32 Students)

SEND ORDERS TO: BOX OFFICE

CBC GLENN GOULD STUDIO

250 FRONT STREET WEST

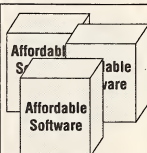
TORONTO M5V 3G5

(Telephone/Credit Card Orders: 416/205-5555)

For further information: 766-6943



Bundle of joy.



Bundled joy.

New low educational software pricing for faculty and staff from Microsoft. Watch this space for details.

A variety of software licences are available to qualified U of T faculty, staff and graduate students. Call 978-4990 for information.

University of Toronto
Computing and Communications

COMMISSION ON UNDERGRADUATE STUDENT RECRUITMENT AND ADMISSION

The Provost has appointed Professor Peter Silcox a one-person Commission. Commission's concern is with *FIRST ENTRY* undergraduate programs and it will:

- Review existing policies, procedures and practices with respect to recruitment: the application and admission process; the transition to university life; and the effectiveness and cost of activities in these areas.
- Review policies, procedures and practices in selected peer institutions as appropriate to frame recommendation for the University of Toronto.
- Make recommendations for such changes in policies, procedures, practices and organizational structure as are necessary to improve the effectiveness of recruitment and admissions.

The Commission wishes to hear from anyone who has information and opinions on these matters.

PLEASE CONTACT: Peter Silcox or Nina Luciano
(Commission Secretary) at:

Room 234, Woodsworth College, 119 St. George Street

Telephone: (416) 978-2262

EVENTS



LECTURES

Medical Moral Mazes: Theological Perspectives.

THURSDAY, OCTOBER 26
David Cook, Whitefield Institute, Oxford; Alloway lecture. Great Hall, Centre for Bioethics, 88 College St. 4:30 p.m. *Bioethics*

L'influence de l'imprimé sur les habitudes de lecture au XVII^e siècle.

WEDNESDAY, OCTOBER 26
Prof. François Roudaut, Université de Rouen, 257 University College. 3:10 p.m. *French, Renaissance & Reformation Studies and Toronto Centre for the Book*

Towards Multidisciplinary Paediatric Rehabilitation in Ukraine.

WEDNESDAY, OCTOBER 26
Prof. Denise Reid, Department of Occupational Therapy. Room 406, 256 McCaul St. 4 p.m. *Occupational Therapy*

Balloon Archaeology: Ancient Crete from the Air.

WEDNESDAY, OCTOBER 26
J. Wilson Myers, American School of Classical Studies at Athens. Lecture room, McLaughlin Planetarium. 5:15 p.m. *Archaeological Institute of America, Toronto Society*

Post-Socialist Transition in Comparative Perspective.

WEDNESDAY, OCTOBER 26
Prof. Leona Bakerovic, Foundation for Economic Education, Warsaw. Governing Council Chamber, Simcoe Hall. 7:30 p.m. *CREES*

Cuba and the US: A Historical Perspective.

THURSDAY, OCTOBER 27
Prof. Dawn Raby, history, Erindale College; Canadian Perspectives series. Council Chamber, South Building, Erindale College. 10 a.m. Tickets \$9. Information and registration: (905) 828-5214.

Sexual Justice or Happy Families? Reflections on Same Sex Benefits from an "Expert" Witness.

THURSDAY, OCTOBER 27
Prof. Mariana Valverde, Centre of Criminology, 123 Lash Miller Chemical Laboratories. 7:30 p.m. \$3 or pay what you can. *Marxist Institute*

The Healing Journey: Helping Cancer Patients at the Psychological, Social and Spiritual Levels.

THURSDAY, OCTOBER 27
Prof. Alastair J. Cunningham, Department of Medical Biophysics; Ruth Coopersack memorial lecture. George Ignatieff Theatre, 15 Devonshire Place. 8 p.m. *Behavioural Science and ARF*

The Legacy of Polish Jewry: A Walk through History.

SUNDAY, OCTOBER 30
Polish Jewry Before 1900, Prof. Gershom Hundert, McGill University; From Shtetl to Socialism, Prof. Antony Polonsky, Brandon University; World War I: A Turning Point, Prof. Peter Wrobel, Department of History; The Re-emergence of Polish Jewry, Konstanti Gebert, author and journalist; Warsaw: Joseph & Gerrie Schwartz memorial lecture. Auditorium, Medical Sciences Building. 1:30 to 5:30 p.m. *Jewish Studies*

Why Outline Pictures Make Sense to the Sighted and the Sighted.

SUNDAY, OCTOBER 30
Prof. John M. Kennedy, Department of Psychology, 3154 Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

"The Rose" (Shoshana) in Universal and Jewish Folklore.

TUESDAY, NOVEMBER 1
Prof. Dov Noy, Hebrew University of Jerusalem; Shoshana Shiri memorial lecture. George Ignatieff Theatre, 15 Devonshire Place. 8 p.m. *Jewish Studies*

From Pericles to Machiavelli.

WEDNESDAY, NOVEMBER 2
Prof. Nathan S. Tarcov, University of Chicago; first of two lectures on Meanings of Democracy, John M. Olin lecture. 400 Alumni Hall, St. Michael's College. 4 p.m. *Political Science*

Canada-US Great Lakes Management.

THURSDAY, NOVEMBER 3
Ron Shimizu, Environment Canada; Canadian Perspectives series. Council Chamber, South Building, Erindale College. 10 a.m. Tickets \$9. Information and registration: (905) 828-5214.

Modern Molecules, Genomes and Complexity.

THURSDAY, NOVEMBER 3
Nobel laureates James Watson, Dudley Herschbach and Ilya Prigogine; series I of lectures on Science and Society, in conjunction with inauguration celebrations of the John C. Polanyi Chair in Chemistry. Convocation Hall. 2:15 to 4:35 p.m. *Chemistry*

From Locke to The Federalist and James Fenimore Cooper.

THURSDAY, NOVEMBER 3
Prof. Nathan S. Tarcov, University of Chicago; first of two lectures on Meanings of Democracy, John M. Olin lecture. 400 Alumni Hall, St. Michael's College. 4 p.m. *Political Science*

Science and Technology in the 21st Century.

FRIDAY, NOVEMBER 4
Nobel laureates Henry Kendall, Charles Townes and George Porter; series II of lectures on Science and Society, in conjunction with inauguration celebrations of the John C. Polanyi Chair in Chemistry. Convocation Hall. 9:30 to 11:35 a.m. *Chemistry*

Life: The Cosmic Imperative.

FRIDAY, NOVEMBER 4
Nobel laureates Michael Smith, Christian de Duve and Max Perutz; series III of lectures on Science and Society, in conjunction with inauguration celebrations of the John C. Polanyi Chair in Chemistry. Convocation Hall. 2:30 to 4:35 p.m. *Chemistry*

Diatoms to Dinosaurs: The Size and Scale of Living Things.

SUNDAY, NOVEMBER 6
Prof. Chris McGowan, Department of Zoology, Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

Women's Struggles in Nigeria.

MONDAY, NOVEMBER 7
Prof. Patricia Ekobio-Ikenna, Wilfrid Laurier University; Popular Feminism lecture and discussion series, Boardroom, 12th floor, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m. *Women's Studies in Education, OISE*

The Man Who Was There.

MONDAY, NOVEMBER 7
Prof. Samuel Hynes, Princeton University; first of four Alexander lectures on 'The Soldiers' Tale: Narratives of War in the 20th Century. 140 University College. 4:30 p.m.

One War after Another.

TUESDAY, NOVEMBER 8
Prof. Samuel Hynes, Princeton University; second of four Alexander lectures on 'The Soldiers' Tale: Narratives of War in the 20th Century. 140 University College. 4:30 p.m.

The Scientific Analysis of the 36 Line Bible.

TUESDAY, NOVEMBER 8
Prof. William Stoneman, Princeton University. Thomas Fisher Rare Book Library. 8 p.m. *Friends of the Fisher Rare Book Library*

COLLOQUIA

The British Intelligence System.

TUESDAY, OCTOBER 25
Michael Herman, Nutfield College, Oxford. Rigby Room, St. Hilda's College. 4 to 5:30 p.m. *International Relations*

Ontario Incidence Study of Reported Child Abuse and Neglect.

WEDNESDAY, OCTOBER 26
Nico Trocme, Faculty of Social Work. Room 127, 45 Walmer Rd. 3:30 to 5 p.m. *Child Study*

Changes in the Length-of-Day: A Probe of the Dynamics of the Earth's Deep Interior.

THURSDAY, OCTOBER 27
Prof. Jeremy Bloham, Harvard University. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

Biomimetic Polymer Catalysis.

FRIDAY, OCTOBER 28
Prof. James E. Guillet, Department of Chemistry, 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*



SEMINARS

Innovations in Collective Bargaining: Workshoping at Bell.

MONDAY, OCTOBER 24
Richard Long, Energy & Paperworkers Union of Canada; bag lunch discussion series. Room 205, 121 St. George St. 12:30 to 2 p.m. *Industrial Relations*

Multiphase Equilibria.

WEDNESDAY, OCTOBER 26
Prof. Robert Heidemann, University of Calgary. 219 Wallberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

Security in the Post Cold War World.

WEDNESDAY, OCTOBER 26
A.P. Venkateswaran, former foreign secretary in the Indian government; Shastri visiting speaker. 14297 Roberts Library. 3 p.m. *South Asian Studies*

In Vitro and In Vivo Biochemistry of Transcription Factors Controlling *Drosophila* Development.

WEDNESDAY, OCTOBER 26
Dr. Mark Biggin, Yale University. 114 C.H. Best Institute, 112 College St. 4 p.m. *BBDMR*

Economic-Based Techniques Applied to Group Technology.

WEDNESDAY, OCTOBER 26

Scott Hadley, Shell Research BV, Amsterdam, 208 Rosebush Building. 4 p.m. *Industrial Engineering*

Financial Planning Overview.

WEDNESDAY, OCTOBER 26
Richardson Greenshields, presenters; UTA financial planning seminar series. Upper Library, Massey College. 7 to 9 p.m.

The Great War and the Emergence of Modern Ukraine.

THURSDAY, OCTOBER 27
Prof. Mark von Hagen, Columbia University. Boardroom, Multicultural History Society, 43 Queen's Park Cres. E. 4 to 6 p.m. *Ukrainian Studies*

Regulation of Heat Shock Protein Gene Expression during Xenopus Development.

FRIDAY, OCTOBER 28
Prof. John Heikkila, University of Waterloo. 320 South Building, Erindale College. 12 noon. *Erindale Biology*

Current Issues in Union Organizing: Illustrations from McDonald's.

MONDAY, OCTOBER 31
Rui Amorim, Service Employees International Union; bag lunch discussion series. Room 205, 121 St. George St. 12:30 to 2 p.m. *Industrial Relations*

Keeping Your Balance: The Control of Compensatory Reactions to Postural Instability.

MONDAY, OCTOBER 31
William McLroy, Sunnybrook Health Science Centre. 330 Clara Benson Building. 3:30 to 5:30 p.m. *Physical & Health Education*

The Transcription Factor, the CDK, Its Cyclin and Their Regulator Directing the Transcriptional Response to a Nutritional Signal.

MONDAY, OCTOBER 31
Dr. Colin Goding, Marie Curie Research Institute. 4279 Medical Sciences Building. 4 p.m. *Molecular & Medical Genetics*

Mechanical Factors Affecting the Wet Strength of Paper.

WEDNESDAY, NOVEMBER 2
J.F. Woodhouse, Institute of Paper Science & Technology, Atlanta. 219 Wallberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

Adaptation to Atmospheric Change: Proposed Research Directions.

WEDNESDAY, NOVEMBER 2
Ian Burton, Environment Canada. 211 Haultain Building. 4 p.m. *IES*

Investing in Uncertain Times.

WEDNESDAY, NOVEMBER 2
Richardson Greenshields, presenters; UTA financial planning seminar series. Upper Library, Massey College. 7 to 9 p.m.

Cooperation and Conflict in the Evolution of Signal Interactions.

FRIDAY, NOVEMBER 4
Prof. Michael Greenfield, University of Kansas. 3127 South Building, Erindale College. 12 noon. *Erindale Biology*

The NDP in Ontario: An Interdisciplinary and Comparative Perspective.

FRIDAY, NOVEMBER 4
Prof. Mildred Schwartz, University of Illinois at Chicago. 3050 Sidney Smith Hall. 2 to 4 p.m. *Political Science*



MEETINGS & CONFERENCES

Planning & Budget Committee

TUESDAY, OCTOBER 25
Council Chamber, Simcoe Hall. 5 p.m.

University Affairs Board.

TUESDAY, NOVEMBER 1
Council Chamber, Simcoe Hall. 4:10 p.m.

Academic Board.

THURSDAY, NOVEMBER 3
Council Chamber, Simcoe Hall. 4:15 p.m.

Kierkegaard Circle.

FRIDAY, NOVEMBER 4 AND SATURDAY, NOVEMBER 5
Meeting with Brock Philosophical Society at Brock University. Among 11 papers to be given are: The Despair of the Person, Prof. Abraham Khan, Trinity College; The Passion in Existence, Prof. Graeme Nicholson, Trinity College; and The Hatred in the Absolute Love of the Relative, Prof. David Gokocheva, Brock University.

Editing Texts from the Age of Erasmus.

FRIDAY, NOVEMBER 4 AND SATURDAY, NOVEMBER 5
Thirtieth conference on Editorial Problems. All sessions in 179 University College.

FRIDAY, NOVEMBER 4

Texts and Contexts of a *Montaigne* The Paris University Milieu in the Age of Erasmus, James Farge, Pontifical Institute of Medieval Studies; Editing Geneva Ecclesiastical Registers, Robert Kingdon, University of Wisconsin at Madison. 3 to 6:45 p.m.

SATURDAY, NOVEMBER 5

Editing the Independent Works of William Tyndale, Anne O'Donnell, Catholic University of America, Washington, DC; On Transposing a Context: Making Sense of More's *Humanist Essays*, Daniel Kinney, University of Virginia; Editing the Peter Martyr Library, Joseph McLaughlin, McGill University; Erasmus in Amsterdam and Toronto, James McConica, All Souls College, Oxford. 9:30 a.m. to 5 p.m. Registration fee: \$65, students \$25. Registration and information: David Galbraith, 585-4406, fax 585-4584.

The 16th Century Studies Conference

THURSDAY, OCTOBER 27 TO SATURDAY, OCTOBER 29
Annual meeting of the 16th Century Studies Conference, hosted by the Centre for Reformation & Renaissance Studies. Over 600 people have registered for the conference's 160 sessions. Park Plaza Hotel. Registration information and full program: Joseph Black, 585-4484.



MUSIC

TRINITY COLLEGE

Choral Evensong.

WEDNESDAYS, OCTOBER 26 AND NOVEMBER 2
Trinity College Chapel Choir, Robert

Hunter Bell, director. Trinity College Chapel. 5:30 p.m.

FACULTY OF MUSIC EDWARD JOHNSON BUILDING Jazz Combos.

WEDNESDAY, OCTOBER 26
Alex Dean and Paul Read, directors.
Walter Hall. 8 p.m.

WEDNESDAY, NOVEMBER 2
Kevin Turcotte and Mike Murley, directors. Walter Hall. 8 p.m.

James Galway.

THURSDAY, OCTOBER 27
Lecture/demo and masterclass.
Lecture/demo, 10 to 11:30 a.m.; masterclass, 12 noon to 3 p.m. Tickets \$25.
Information: 978-3744.

Faculty Artists Series.

SUNDAY, OCTOBER 30
Guy Few, trumpet and piano, and Che Anne Loewen, piano. Walter Hall. 3 p.m.
Tickets \$15, students and seniors \$10.

SATURDAY, NOVEMBER 5
U of T bassoon faculty: Fraser Jackson, Nadina Jackson, Kathy McLean, Michael McCraw and Mike Sweeney. Walter Hall. 8 p.m. Tickets \$15, students and seniors \$10.

HART HOUSE

Hart of the Drum.

THURSDAY, OCTOBER 27
Bill Brennan, Mark Duggan, Alan Hetherington and John Wyles, "groove-oriented percussion." Arbor Room. 8:30 p.m.

Jazz at Oscar's.

FRIDAY, OCTOBER 28
Andrew Boniwell Trio. Arbor Room. 8:30 to 11:30 p.m.

FRIDAY, NOVEMBER 4
Rob Clutton Quartet. Arbor Room. 8:30 to 11:30 p.m.

Sunday Concert Series.

SUNDAY, NOVEMBER 6
Pendrecki String Quartet. Great Hall. 3 p.m. Free tickets at hall porter's desk.
ROYAL CONSERVATORY OF MUSIC

Great Russian Piano Composers:

A Musical Soirée

WEDNESDAY, NOVEMBER 2
Alla Zaccarelli and Leokadia Kanovich, piano. Recital Hall. 7 p.m. Tickets \$12, students and seniors \$9.

RCM Orchestra Series.

FRIDAY, NOVEMBER 4
Jeanne Lamont, conductor. Concert Hall. 8 p.m. Tickets \$9, students and seniors \$7.



PLAYS & READINGS

Lion in the Streets.

**WEDNESDAY TO SATURDAYS,
NOVEMBER 2 TO NOVEMBER 12**
By Judith Thompson; directed by Katherine Kaurer. Erindale Studio Theatre, Erindale College. Theatre Erindale 1994-95 season. Performances at 8 p.m. except Saturday 2 p.m. and 8 p.m. Season subscription \$30, students and seniors \$21; individual tickets \$10, students and seniors \$7 (Saturday, \$12 and \$9). Reservations: (905) 569-3990.



EXHIBITIONS

**THOMAS FISHER RARE
BOOK LIBRARY**
**Ownership of Books: An
Investigation into Provenance.**
TO OCTOBER 28
An exploration of provenance through a display of royal and armorial bindings, bookplates and inscriptions. Hours:

Monday to Friday, 9 a.m. to 5 p.m.

JUSTINA M. BARNICKE GALLERY HART HOUSE

TO NOVEMBER 3
Two Pavilions:
Museum and a Tent.
Lorne Beag, installation. East Gallery.

Henry Gordillo.

Photographs. West Gallery. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

Inside the Large-Small House.
TO NOVEMBER 3
A detailed design study, drawn from years 1935 to 1942, of 12 houses by Bay Area architect William W. Wurster. SALA Gallery, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

SCARBOROUGH COLLEGE Contagious.

OCTOBER 26 TO NOVEMBER 16
Andrew McPhail, new works on paper. The Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

VICTORIA COLLEGE

Wolf Arnold.

TO NOVEMBER 24
Photographs. Northrop Frye Hall. Hours: Monday to Thursday, 9 a.m. to 8 p.m.; Friday, 9 a.m. to 6 p.m.



MISCELLANY

**Walker Mineralogical Club
Annual Auction.**
SUNDAY, OCTOBER 30

Featuring mineral specimens, publications and collecting equipment. Auditorium, Earth Sciences Centre. 12 noon, viewing; 1 p.m., start.

Jacques Attali.

MONDAY, OCTOBER 24
Jacques Attali, Council of State of the Republic of France will discuss his views on Europe; luncheon/talk. Roof Salon, Park Plaza Hotel. 12 noon to 2 p.m. Tickets \$40. Registration: 978-6930. *International Studies*

Noon Hour Quiet Sitting.

**MONDAYS AND TUESDAYS,
OCTOBER 24 TO NOVEMBER 8**
With the Buddhist chaplain, Rev. Doreen Hamilton. International Student Centre. Between 12:15 and 1:30 p.m.

Perspectives on Native Health: Mental Health and Healing.

TO THURSDAY, NOVEMBER 3
Fifth annual visiting lectureship on native health. Highlights:

TUESDAY, OCTOBER 25
Extent of Mental Health Problems, Marie Ross, Health Canada. 3163 Medical Sciences Building. 3:15 to 4:30 p.m.

TUESDAY, NOVEMBER 1
Community Healing, Joe Couture, freelance consultant, psychologist and traditional healer. 3163 Medical Sciences Building. 3:15 to 4:30 p.m.

THURSDAY, NOVEMBER 3
Community Healing, Joe Couture, freelance consultant, psychologist and traditional healer. Assembly Hall, North York Board of Education, 5050 Yonge St. 7:30 to 9 p.m. For further information contact: Dr. C.P. Shah, 978-6459 or 978-6961.

Jean-Louis Mucchielli.

THURSDAY, OCTOBER 27
Prof. Jean-Louis Mucchielli, University of Paris 1 will speak on Business, Multinationals and National Strategies for Survival in Europe. Luncheon/talk. Music Room, Hart House. 12 noon to 2 p.m. Tickets \$25. Registration: 978-6930. *International Studies*

HIV+ Women

Share Their Views.
MONDAY, OCTOBER 31
Panel discussion; in cooperation with the

Rosenthal lecture series on HIV/AIDS and Women. Auditorium, Earth Sciences Centre. 4 p.m. *Occupational Therapy and VOICES of Positive Women, Toronto*

Fall Record & Book Sale.

WEDNESDAY, NOVEMBER 2
Thousands of items available. Lobby, Edward Johnson Building. 11 a.m. to 5 p.m. Pre-sale of recordings only, Monday, Oct. 31, room E016. 4:30 to 7 p.m. (admission \$5). Information: 978-3734. *Music*

U of T Women's Association.

WEDNESDAY, NOVEMBER 2
An evening of bridge and cards. Dessert and coffee. Faculty Club, 41 Willocks St. 7:15 p.m.

Environment Awareness Week.

**MONDAY, NOVEMBER 7 TO
FRIDAY, NOVEMBER 11**
Activities include displays, a Clothing Depot and midday performances by local high schools and on-campus clubs. Meeting Place, Scarborough College.

Adult Children of Alcoholics.

WEDNESDAYS
12-step meeting for Adult Children of Alcoholics and other family dysfunctions. Every Wednesday. 231 Koffler Student Services Centre. 5:30 p.m. Contact person: Colin, 924-6292.



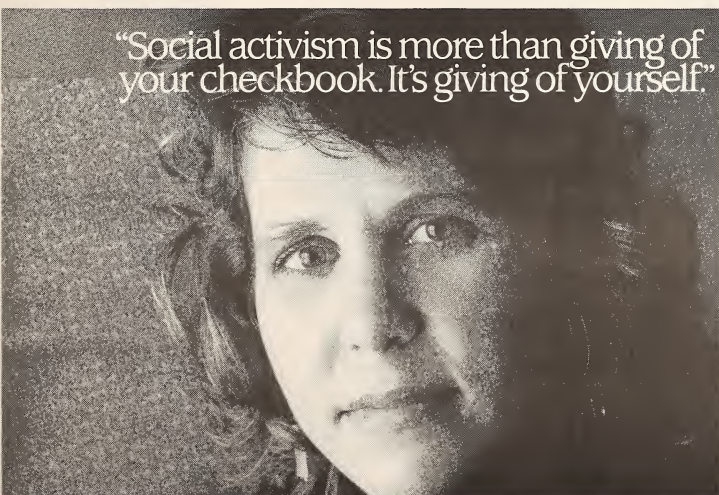
DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of November 7, for events taking place Nov. 7 to 21: **MONDAY, OCTOBER 24.**

Issue of November 21, for events taking place Nov. 21 to Dec. 12: **MONDAY, NOVEMBER 28.**

"Social activism is more than giving of your checkbook. It's giving of yourself."



"When it comes to involvement in social issues, I think there's an in-the-trenches approach that really distinguishes Unitarian Universalism from other religions."

"I look around me and see people devoted to the sanctuary movement for political refugees. Counseling for drug and alcohol abusers. Homeless issues. Gay and Lesbian rights. And... well, the list of causes goes on and on."

"But what most impresses me is that these people live their attitudes toward social justice. It's part of their careers. Their family lives. Their social lives. And, of course, their spiritual lives. It's part of the whole package."

"Commitment isn't something you can turn on and off Sunday mornings."

THE UNITARIAN UNIVERSALISTS

For information, call (416) 489-4121.

1994 Alexander Lectures

SAMUEL HYNES

Princeton University

The Soldiers' Tale: Narratives of War in the Twentieth Century

Monday, November 7
Tuesday, November 8
Wednesday, November 9
Thursday, November 10

The Man Who Was There
One War After Another
What Happened in Nam
The Voices of Victims

4:30 pm, Room 140, University College,
15 King's College Circle, University of Toronto

Members of the staff, students and the public are cordially invited.

The Alexander Lectures are supported through the generosity of the Alexander Lectures Fund, the University College Alumni Association and bequests from the Jean Stewart Coupe and Helen S. Stewart Estates.



UNIVERSITY OF TORONTO JOHN C. POLANYI CHAIR IN CHEMISTRY

NOBEL LAUREATES LECTURE ON SCIENCE AND SOCIETY

In honour of the inauguration of the John C. Polanyi Chair in Chemistry, the Department of Chemistry in the Faculty of Arts and Science invites you to a public lecture series on *Science and Society*. The lectures will be given by Nobel Laureates in Chemistry, Physics and Medicine.

Modern Molecules, Genomes and Complexity

James Watson, Dudley Herschbach, Ilya Prigogine
Thursday, November 3, 1994, 2:15 - 4:35 pm

Science and Technology in the 21st Century

Henry Kendall, Charles Townes, George Porter
Friday, November 4, 1994, 9:30 - 11:35 am

Life: The Cosmic Imperative

Michael Smith, Christian de Duve, Max Perutz
Friday, November 4, 1994, 2:30 - 4:35 pm

For further information on the public lectures, please contact Public Relations and Development at (416) 978-7253.

Convocation Hall, University of Toronto, 31 King's College Circle
Free Admission, Tickets Not Required



CONVOCATION 1994

PLEASE NOTE THAT ACADEMIC COSTUME RENTAL FROM 21 KING'S COLLEGE CIRCLE WILL BE SUBJECT TO A PRICE INCREASE AS OF NOVEMBER 1:

GOWN RENTAL	\$15.00
HOOD RENTAL	\$15.00
MORTAR BOARD RENTAL	\$10.00
HOOD & GOWN RENTAL	\$25.00
HOOD, GOWN & MORTAR BOARD RENTAL	\$30.00

CHARGES INCLUDE ALL TAXES. ONLY CASH OR CHEQUE WILL BE ACCEPTED.

TO ARRANGE ACADEMIC COSTUME RENTAL PLEASE CONTACT 978-8638

HONEST ED'S optical depo

581 Bloor at Bathurst
588-0843

Don't Pay

We will be happy to bill Blue Cross directly for your eyewear.

- *****
- * designer frames
- * contact lens specialists
- * eye doctor on premises

DEPENDABLE & SECURE,
UNRESTRICTED ACCESS

the Wire

GRAPHICALLY INTERFACED INTERNET for Windows (and Macs)

FALL SPECIAL:
1-Month Full Graphical
Access for \$35.00 (incl. tax)

Explore the Resources of the
WorldWideWeb with **MUSAF**
(416) 214-WIRE



The Household Science and Nutritional Sciences Alumni Association, University of Toronto

presents the
21st Annual Edna W. Park Lecture

DR. GEORGE H. BEATON
Professor and International Nutritionist

A Retrospective on 40 Years in Nutrition

Wednesday, November 9, 1994
7:30 p.m. Hart House Theatre
Admission free

Reception to follow
in the East Common Room, Hart House

The Hart House Debates Committee and S.A.C. present:

FORUM '94:

A MAYORALTY DEBATE

also sponsored by: APUS, GSU, UTSA, UTFA

Tuesday, November 1, 1994
12:30 - 2:00 pm
Great Hall, Hart House

Moderator: Professor John Crispo
Faculty of Management

Candidates:

Barbara Hall • Gerry Meinzer
June Rowlands

All members of the University of Toronto and their guests are welcome

HART HOUSE
UNIVERSITY OF TORONTO

University of Toronto

The Department of Political Science
presents

John M. Olin Lectures

Two lectures on the Meanings of Democracy

by
Nathan S. Tarcov
University of Chicago

Professor of Political Science and Social Thought at the University of Chicago. Author of *Locke's Education for Liberty*. Co-translator of a forthcoming version of Machiavelli's *Discourses* and the author of many articles on the history of political thought, hermeneutics, and the rhetoric of American foreign policy.

"From Pericles to Machiavelli"

Wednesday, November 2 at 4 pm
Alumni Hall 400, St. Michael's College

"From Locke to *The Federalist* and
James Fenimore Cooper"

Thursday, November 3 at 4 pm
Alumni Hall 400, St. Michael's College

CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$5.00 for each additional word (maximum 70). Your phone number counts as one word, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to University of Toronto must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1. Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope. For more information please call: 978-2106.

ACCOMMODATION RENTALS AVAILABLE —METRO & AREA—

2-bedroom apartment, very central, subway access. 1 master bedroom with 2 queen-size beds, 1 small bedroom/den with pull-out bed of white leather and white cane furniture. Great stereo, 28" TV, VCR & CDs. Indoor pool and patio — balcony with appropriate furniture, flowers, etc. 3-6 month lease. Suitable for professor or faculty member. Phone: (416) 487-2580.

Furnished 1- or 2-bedroom apartment 10 minutes to U of T in Victorian home available for short-term rental weekly or monthly. Dishes and linens included. (416) 535-4000.

Bayview & Davisville, January 1995 — June 1995 (negotiable). Fully furnished, traditional, 3-bedroom home. Fireplace, modern kitchen, 6 appliances, piano. Close to schools, TTC & conveniences. \$1,300/month. (416) 486-7640.

Toronto: furnished three-bedroom family home on quiet street, close to centre city, subway, good public school, with deck and large yard, fireplace, piano. Available January — August 1995 (possibly longer). \$1,800/month. (416) 421-0435.

Danforth/Woodbine, one-bedroom apartment with separate sitting- & dining-rooms, fully furnished. Very quiet neighbourhood minutes to all amenities including subway & GO Train. \$875 inclusive. Phone (416) 690-4735.

Central — quiet residential. Furnished, renovated, independent apartment in quiet congenial two-adult home. Short walk to TTC, shops, park, minutes to U of T. Tasteful decor, bright, cosy. Private entrance, garden, laundry, cable, parking. Non-smoking. Suit one. \$500 inclusive. Available December 1. Days 978-2513, evenings 654-0901.

ACCOMMODATION OVERSEAS

Provence, South of France. 3-bedroom house (furnished) in the picturesque village of Puyoubert, 20 km. east of Aix-en-Provence. Phone, washer, central heating. Available January 1995 — July 1995 and from August 1995. \$750/month + utilities. Bells, 978-7458 or 588-2580 after 8 p.m.

Sabbatical accommodation available. Cambridge, England; 4 bedrooms, garden, easy access to colleges. £450 monthly plus utilities and council tax. February-August 1995. 978-8513.

EXCHANGE

Visiting London law professor, March-June 1995, wishes to exchange London (Richmond/Kew) house for period with Toronto-based non-smoking academic. Professor Smith, Department of Law, Brunel University, Uxbridge, Middlesex, UB8 3PH.

VACATION/LEISURE

Vacation or study anywhere without accommodation or car rental expense.

International residence/vehicle exchanges for professionals and their families. For membership information write to INTERCHANGE, 286 Park Street South, Hamilton, Ontario, Canada L8P 3G4.

HOUSES & PROPERTIES FOR SALE

\$179,000. Midtown semi — Ideal for first-time buyers. 3 bedrooms, separate living-room and dining-room, eat-in kitchen. Excellent condition — just move in! 2-car parking. Basement apartment with income potential to help carry. For information and/or viewing please call: Nanci Dorrington, Royal LePage Real Estate, (416) 977-7653.

\$279,000. Historic semi set back from the street. Large principal rooms, 3 bedrooms, beautiful back garden and parking. For information and/or viewing please call: Nanci Dorrington, Royal LePage Real Estate, (416) 977-7653.

\$399,000. Downtown townhouse. Victorian facade with contemporary interior. Skylight, hardwood floors, fireplace and more 2 bedrooms plus den. City garden and garage. For information and/or viewing please call: Nanci Dorrington, Royal LePage Real Estate, (416) 977-7653.

MISCELLANY

PERSONAL COUNSELLING in a caring, confidential environment. U of T staff extended health care benefits provide

excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

ACCENT NEED ADJUSTMENT? Communications enhancement courses in speaking and writing for English as Second Language Speakers with good language skills. Groups of 6-8. Over 2,500 satisfied graduates. Now in its 8th year. Gandy Associates. 533-1933.

Psychologist providing individual, group and couple therapy. Personal and relationship issues. U of T extended health plan covers psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Ave. (Bathurst/Bloor).

INDIVIDUAL & COUPLE THERAPY. Extended health benefits provide full coverage for U of T staff. Dr. Gale Biddell, Registered Psychologist, 114 Maitland Street (near Wellesley and Jarvis) 972-6789.

Dr. Rick Lindal, Registered Psychologist, 13 years' experience general practice for individuals and couples. Also specializing in issues relating to job stress, chronic illness, bereavement, sexual identity and sexual abuse. 2 Carlton Street, Suite 1405, Toronto, Ontario M5B 1J3. (416) 595-0958.

Victoria B.C. Real Estate. Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200

or write Lois Dutton, RE/MAX Parts West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

AMBIENCE. Versatile guitarist will make your special event, private party or seasonal celebration memorable. A dash of jazz, a touch of classical, Celtic undertones and genuine musical flair. Reasonable rates. (416) 538-3605.

MASSAGE THERAPY naturally effects a relaxation response. Enjoy a quiet retreat from the stress of daily life. The experience will rest and refresh your body and mind. Bloor/St. George location. By appointment. Kathy Dillon, R.M.T. 978-1070.

Phyllis' Place of Esthetics. Your beauty solution at 186 St. George at Bloor. Offering very good rates. In the business for twenty-five years. Facials: \$35. Pedicures: \$25. Waxing and many more treatments available. Please call 926-9449.

Able-bodied kids, age 10, needed to help with research project. Computerized tests of visual perception. Harmless and lots of fun! For more information, please contact: Dr. Denise Reid, 978-5937. Department of Occupational Therapy, University of Toronto.

HURON CO-OPERATIVE PLAYSCHOOL. Spaces still available. A parent-run co-operative for children aged 2½ to 5. Enriching, caring environment. 383 Huron St. (behind St. Thomas Church) Tel: 977-1107.



25 Years of Jewish Studies

Faculty of Arts and Science
University of Toronto

The 25th Joseph and Gertie Schwartz Memorial Lecture

The Legacy of Polish Jewry: A Walk Through History

Polish Jewry Before 1800

From Shtetl to Socialism

World War I: A Turning Point

The Re-emergence of Polish Jewry

Gershon Hundert, McGill University

Antony Polonsky, Brandeis University

Peter Wróbel, University of Toronto

Konstanti Gebert, Author/Journalist, Warsaw

Sunday, October 30, 1994, 1:30 - 5:30 pm

Medical Sciences Auditorium, 1 King's College Circle

The Shoshana Shier Memorial Lecture

'The Rose' (Shoshana) in Universal and Jewish Folklore

Dov Noy

Hebrew University of Jerusalem
(The Max and Margaret Grunwald Chair in Jewish Folklore)

Tuesday, November 1, 1994, 8:00 pm

George Ignatieff Theatre, 15 Devonshire Place

All events are free and open to the public.
For further information call 978-5301.

RESEARCH NOTICES

For further information and application forms for the following agencies, please contact University of Toronto Research Services (UTRS) at 978-2163.

GENERAL

GOVERNMENT OF CANADA
Up to five Commonwealth Commonwealth
visiting fellowships are being offered for the 1995-96 academic year. These fellowships are intended to bring to Canada from other Commonwealth countries prominent persons from any function at universities and other educational institutions for the purpose of discussing educational matters with Canadian colleagues, to advise and be advised on techniques and problems pertaining to particular fields of interest. Nominations are subject to a competitive adjudication by the Canadian Commonwealth Scholarship & Fellowship Committee. Contact Tom Fleming at 978-1870 for application forms. Only one nomination per institution will be received and this nomination must be submitted no later than October 31.

HUMANITIES & SOCIAL SCIENCES
ROYAL ONTARIO MUSEUM
The annual Verónica Gervers research fellowship in textile and costume history (up to \$9,000) is awarded to a scholar working on any aspect of textile or costume history whose research makes direct use of or supports any part of the ROM collections. For further information contact Chair, Verónica Gervers Memorial Fellowship, Textile Department, Royal Ontario Museum, 100 Queen's Park, Toronto, Ont. M5S 2C6 (596-5790). Deadline is November 15.

MEDICINE & LIFE SCIENCES
AMERICAN HEALTH ASSISTANCE FOUNDATION
The foundation supports basic research on the causes or treatment of age-related and degenerative diseases with funding available under the following programs: National Heart Foundation, Alzheimer's disease research, and national glaucoma research. AHAF will not fund grants to more than one investigator from the same laboratory (research team working under the direct supervision or guidance of a faculty member or senior scientist). Deadline for the Alzheimer's disease research and National Heart Foundation programs is October 31; for national glaucoma research, November 30.

ARTHRITIS SOCIETY
Certain restrictions have been imposed on various categories of 1995-96 awards including temporary moratoriums on some categories. Investigators are advised to review the society's 1995-96 regulations carefully before submitting applications. Please note the following changes: research scientist and research scholar — open for new applications; basic science associate — program cancelled (eligible individuals may apply for research scientist award); clinical associate — program cancelled (eligible individuals may apply for research scientist award); clinical assistant — no new applications accepted; research fellows — no new applications accepted; research fellows only. Students may now be supported on research and multi-centre grant programs.

CANADIAN DIABETES ASSOCIATION
The association will support research in causes, prevention, care, management and understanding of diabetes and its effects on those affected by diabetes. Funding is available under grant-in-aid and personnel support programs: grant-in-aid proposals must have relevance to diabetes mellitus and will be funded up to \$60,000 annually; scholarships provide five-year salary support for newly appointed faculty; fellowships provide research training at the post-doctoral level; the CDA/Miles Canada Inc. fellowship in clinical diabetesology supports clinical training for applicants with an MD and eligibility for full or educational registry with the College of Physicians & Surgeons of the province in which the award is to be held; young scientist awards are by nomination on the basis of original scientific contribu-

tions as judged by the nominee's publications. Candidates should contact the association directly. Research conferences and symposia are supported as recommended by the CDA's council. Deadline for grants-in-aid, scholarships and fellowships is December 1; for conferences and symposia, any time.

CANADIAN FITNESS & LIFESTYLE RESEARCH INSTITUTE
The institute invites the submission of letters of intent to support research projects, concerning active living/physical activity, fitness, lifestyle and health. These letters of intent will be used in the first phase of the process, followed by invitations to successful applicants to submit a detailed proposal. Deadline is December 1. Fax copies are not acceptable.

CANADIAN PSYCHIATRIC RESEARCH FOUNDATION
The foundation provides funding up to \$40,000 for clinically related research focused on schizophrenia and affective disorders. It also supports the development of research skills in young investigators through its fellowship program. Eligible applicants must be Canadian citizens or with landed immigrant status. Deadline is November 18.

CONNAUGHT COMMITTEE
The U of T professorship program allows faculties or departments to recruit and appoint new junior faculty in areas that would lead to new research directions in the health sciences. The U of T fund supports a limited number of new faculty positions for up to five years. These positions should be tenure-stream or equivalent and following the period of the U of T funding are to be supported by the University's operating budget. The competition is open to all U of T faculties where medical or health science research is performed. Further information is available from the Connaught Secretariat, 978-6475.

CROHN'S & COLITIS FOUNDATION OF CANADA
The foundation offers a fellowship in nutritional sciences related to inflammatory bowel disease provides advanced research training in inflammatory bowel disease, particularly relevant to Crohn's disease. Applicants should be Canadian citizens residing in Ontario, sponsored by a faculty member, and have research at an Ontario university. The CCFC clinical research fellowship program provides support for research experience relevant to the foundation to candidates who have completed their core clinical subspecialty training requirements. Applicants are open to students who are Canadian citizens or permanent residents and must hold an MD. Deadline for both fellowships is October 31.

HOWARD HUGHES MEDICAL INSTITUTE
The institute has established a number of fellowship programs that support training in fundamental biological and biomedical research. Awards focus on research directed to understanding basic biological processes and disease mechanisms. The 1995 pre-doctoral fellowships in biological sciences are open to students who have completed less than one year of graduate study towards MSc or PhD degrees in biological sciences. Students who hold or are pursuing medical or dental degrees may also be eligible. There are no citizenship requirements but non-US citizens must reside in the U.S. Deadline is November 4.

ONTARIO MINISTRY OF HEALTH
The ministry has announced that the Nov. 1 submission deadline has been cancelled for new major projects under the health care systems research program. The terms of reference for this program are currently under revision. The career scientist program provides support to outstanding candidates to carry out independent research in a clinical or community health field. Eligible candi-

dates must be able to pursue a career in clinical or community health research in Ontario and must be legally entitled to employment in Canada at the time of taking up the award. Additional specific eligibility criteria apply to certain categories of candidates. Applicants are advised that arrangements for the signature of vice-president (research and international relations) on the application will be handled by UTRS. Please allow at least two working days for this part of the application procedure. Deadline is November 15.

SANDOZ FOUNDATION FOR GERONTOLOGICAL RESEARCH
The foundation supports innovative scientific research projects in the biological sciences, pharmacology and specifically geriatric medicine concerned with aging and the problems of the aging individual. Funding will be to a maximum of \$35,000 US for one year. The agency permits an overhead component of 15 percent of direct costs and investigators are reminded to include the full amount in their budget allocations. Deadline is November 1.

U OF T/LIFE SCIENCES COMMITTEE
The purpose of the Dales award is to honour a U of T investigator of outstanding calibre whose research has had a substantive impact in the areas of basic or clinical sciences or community health. Independent investigators holding academic appointments at U of T and doing research in medicine or in medically related areas are eligible to apply. The award, valued at \$5,000, may be used towards the direct costs of research over a period of three years. Application is by nomination from the candidate's dean on recommendation of the University department chair. Nominations will be accepted from any faculty provided the eligibility requirements are satisfied. Deadline is November 30.

PHYSICAL SCIENCES & ENGINEERING
INSTITUTE FOR CHEMICAL SCIENCE & TECHNOLOGY
The institute is extending its horizons beyond the chemical and petroleum industries to a truly multisectoral industrial base and is expanding its activities in the area of environmental science and technology. It will adopt a new theme in 1995. This year the research for proposals will be issued in two sections. Section one solicits proposals in the areas of industrial catalysis, polymer properties and structure and separation science and technology as well as the open category for novel ideas of potential commercial interest to members. Section two will be distributed at a later date and will solicit proposals in the single category of environmental quality including industrial waste management, industrial ecology and ecosystem health. The institute reserves the right to treat proposals submitted for consideration in the

category to other projects are normally funded as contracts and budgets for these should include overhead at the rate of 65 percent of salaries and two percent of travel. More speculative projects may be funded under one-year grants in which case the budgets should include an administrative fee of 10 percent of total direct costs. Deadline for receipt of proposals for section one is December 1; for section two, December 31.

MARCONI
Nominations are invited for individuals whose work in the field of communication science and technology exemplifies technical creativity and concern for human welfare. Special attention will be given to the identification of emerging fields of communications science and technology likely to be in the forefront of future applications for the benefit of society. Nominations for international fellowships must have three letters of support. Please send UTRS a copy of any nominations made for this award.

For further information contact Frances Putnam at 978-7040. Deadline is December 15.

NATURAL SCIENCES & ENGINEERING RESEARCH COUNCIL
Agriculture Canada/NSERC research partnership support program: Agriculture Canada and NSERC will each provide funding at a level which may not exceed the industrial cash contribution, to a maximum of \$50,000 each per year. Note that the maximum level of matching is not automatic. The need for funds and the level of student support are criteria that will determine the exact level of support. The main purpose of the program is to support graduate students and post-doctoral fellows working on projects that address the following priority research areas: global competitiveness; environmental sustainability; social responsibility. Deadline for receipt of applications at NSERC is December 1.

Canada international fellowships and NTRF science fellowships: all departmental nominations (accompanied by an RIR-1 form) must be received at UTRS no later than November 22.
Canadian Forest Service/NSERC research partnership program: the purpose of the program is to support graduate students and post-doctoral fellows working in disciplines and on projects consistent with the priority research needs of Canadian forestry. Projects will be approved for one, two or three years with funding for the second and third years contingent on evidence of satisfactory progress. Research priorities include: forest management systems; forest product development; biotechnology; improved pest management techniques; atmospheric change. A letter of support and a cash contribution from at least one supporting organization is mandatory. Deadline for receipt of applications at NSERC is December 1.

UPCOMING DEADLINES
OCTOBER 25
 National Alliance for Research on Schizophrenia & Depression — young investigator awards (please note change)
OCTOBER 28
 Canada Council — John G. Diefenbaker award (at UTRS)
OCTOBER 30
 U of T, Life Sciences Committee — E.W. Cram award (nominations)
OCTOBER 31
 American Health Assistance Foundation — Alzheimer's research, National Health Foundation grants
 Crohn's & Colitis Foundation of Canada — clinical research fellowships
 November 1
 American Lung Association — research grants, research scholar
 Asthma Society of Canada — research grants
 Canadian Liver Foundation — establishment grants, fellowships
 Hannah Institute — fellowships,

grants-in-aid, scholarships
 Hereditary Disease Foundation — research grants (intent)
 Kidney Foundation — national research fellowships, nephrology and urology fellowships
 Lung Association — research (CNRS/CPERS), studentships (CPERS)
 MRC — MRC scientists, clinician-scientist program
 National Institute of Nutrition — post-doctoral fellowships
 NSERC — research grants (individual, team, project), equipment grants, conference grants
 Ontario Respiratory Care Society — research grants
 PMAC Health Research Foundation — pharmacy graduate scholarships, PMAC/MRC career awards
 Sandoz Foundation for Gerontological Research — grants
 SSHRC — aid to occasional scholarly conferences, travel grants for international scholars
 U of T — self-funded research grants
NOVEMBER 4
 Baxter Healthcare — renal division research grants
NOVEMBER 5
 Howard Hughes Medical Institute — pre-doctoral fellowships
NOVEMBER 15
 Arthritis Society — clinical fellowships, research fellowships, Oryzato fellows, Geoff Carr Lupus fellowships
 Heart & Stroke Foundation of Canada — junior personnel awards, scientific fellowships in preventive research
 International Union Against Cancer — international oncology nursing fellowships
 MRC — centennial fellowships, fellowships, university-industry industrial fellowships; Canadian Hypertension Society, Easter Seal, Muscular Dystrophy, Arthritis Society, Canadian Lung, Ciba-Geigy, Schizophrenia Society
 Ontario Ministry of Health — career scientists (open competition)
 ROM — Verónica Gervers research fellowships
 Tri-Council Secretariat — eco-research doctoral fellowships
NOVEMBER 18
 Canadian Psychiatric Research Foundation — research grants, fellowships
NOVEMBER 20
 SSHRC — doctoral fellowships
NOVEMBER 25
 Ontario Mental Health Foundation — fellowships: senior research, new faculty research, travelling, research training/post-doctoral
NOVEMBER 30
 Calgary Institute for the Humanities — senior post-retirement research fellowships
 U of T, Life Sciences Committee — Dales award (nominations)

WINTER CLINICAL MASSAGE ASSOCIATES

- head aches
- neck pain
- low back strain
- rehabilitation due to trauma or illness

As a U of T faculty or staff member, your extended health care plan covers massage therapy.

P. ANNE WINTER, R.M.T.
 Registered Massage Therapist
 The Medical Arts Building,
 170 St. George Street, Suite 528
 928-1723

PHD ORALS

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

FRIDAY, OCTOBER 21
Nafef T.N.H. Al-Otaibi,
Department of Civil Engineering,
"A Knowledge-Based Systems
Approach to Materials
Management for
Large Construction Projects."
Prof. K.A. Selby.

Charles Wing-Hoi Chan,
Department of East Asian Studies,
"The Benevolent Person versus the
Sage: Ogyu Sora's Critique of
Chu Hsi." Prof. J.C. Ching.

Radford Muir Neal, Department
of Computer Science, "Bayesian
Learning for Neural Networks."
Prof. G. Hinton.

Arthur Germano Fett Neto,
Department of Botany,
"Metabolism and Accumulation of
Taxol and Related Taxoids in
Cell Cultures of
Taxus Canadensis Sieb & Zucc."
Prof. F. DiCosmo.

Frank Wania, Department of

Chemical Engineering & Applied
Chemistry, "Temperature and
Chemical Behaviour in the
Environment: Towards an
Understanding of the Global Fate
of Persistent Organic Chemicals."
Prof. D. Mackay.

Katherine Noel West, Department
of English, "All This We Must
Do, to Comply with the Taste of
the Town: Shakespearean
Comedy and
the Early 18th-Century Theatre."
Prof. A.M. Leggatt.

MONDAY, OCTOBER 24
Hiroto Miyoshi, Department of
Psychology, "The Effect of
Combined Illusions."
Prof. J.M. Kennedy.

Wen-Yi Lou, Department of
Community Health, "On Runs
Tests for Independence of Binary
Longitudinal Data Using the
Method of
Finite Markov Chain Imbedding."
Prof. P.N.J. Corey.

TUESDAY, OCTOBER 25
Yong Chen, Department of
Zoology, "Parameter Estimation
and Data Analysis in Fisheries."
Prof. J.E. Paloheimo.

WEDNESDAY, OCTOBER 26
Zhiting Deng, Department of
Chemistry, "Investigation of
Sputtered Cobalt-Carbon-
Nitrogen Thin Films as Oxygen
Electrocatalysts."
Prof. M. Moskovits.

Thomas Wayne Kowall,
Department of Education,
"Distinguishing Disciplines: A
Philosophical Analysis of
Identity Conditions
for Academic Disciplines."
Prof. I. Winchester.

Brian Nelson MacPherson,
Department of History, "Kings
and Desperate Men: The United
States Office of Strategic Services
in London and the Anglo-
American Relationship, 1941-
1946." Prof. W. Wark.

THURSDAY, OCTOBER 27
Janette Palma Fett, Department of
Botany, "Carbonic Anhydrase
Expression in
Arabidopsis thaliana and
Chlamydomonas reinhardtii."
Prof. J.R. Coleman.

FRIDAY, OCTOBER 28
Yong-Bi Fu, Department of
Botany, "Marker-Based
Inferences of Genetic Basis
of Inbreeding Depression in
Mimulus guttatus
(Scrophulariaceae)."
Prof. K.M. Ritland.

May Ellen Kelm, Department of
History, "Colonizing Bodies:
Aboriginal Health and Healing in
British Columbia, 1900-1950."
Prof. S. Van Kirk.

WEDNESDAY, NOVEMBER 2
Zeu Ming Wong, Department of
Medical Biophysics, "Regulation
of Proteoglycans Expressed
in the Intestine."
Prof. R.N. Buick.

THURSDAY, NOVEMBER 3
Jinsong Ni, Department of
Chemistry, "Mass Spectrometric
Studies of Reactive Collisions in
Quadrupole Cells."
Prof. A.G. Harrison.

FRIDAY, NOVEMBER 4
Lei-Yong Jiang, Department of
Acropace Science & Engineering,
"Turbulent Mixing in Supersonic
High-Temperature Exhaust Jets."
Prof. J.P. Sislian.

Karin Gabriele Leonhardt,
Department of Botany,
"Transcriptional Regulation of
Photosynthetic Electron
Transport Genes in
Response to Iron Stress."
Prof. N.A. Strauss.

Lisa Kimberley Catherine Manuel,
Department of Sociology,
"Constructing the Dementing
Process: The Identification,
Definition and Management of
Alzheimer's Disease."
Prof. J.W. Salaff.

COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees.
The deadline for submissions is Monday, two weeks prior to publication.

REVIEW

FACULTY OF ARTS & SCIENCE

External review committees have been established to review the Department of Classics on Nov. 3 and 4, the Department of Zoology on Nov. 7 and 8 and the Department of East Asian Studies on Dec. 1 and 2.

Department of Classics

Professors Sam Solecki, associate dean, humanities, Faculty of Arts & Science; Glen Bowersock, Institute for Advanced Study, Princeton, NJ; and Henrich Von Staden, Department of Classics, Yale University.

Department of Zoology

Professor Don Dewees, vice-dean, Faculty of Arts & Science; Professor Richard Peter, dean of science, University of Alberta; and Dr. Igor David, Laboratory of Medical Genetics, Bethesda, MD.

East Asian Studies

Professors Sam Solecki, associate dean, humanities, Faculty of Arts & Science; Brian McKnight, Department of East Asian Studies, University of Arizona; and Seichi Makino, Department of East Asian Studies, Princeton University.

The committees would be pleased to receive comments from interested persons. These may be submitted to Dean M.A. Chandler, Faculty of Arts & Science, room 2020, Sidney Smith Hall.

HANNAH CHAIR IN THE HISTORY OF MEDICINE

Professor Edward Shorter, Hannah Chair, History of Medicine Program, has just completed a first three-year term and is eligible for renewal. In accordance with the policies of Associated Medical Services, Incorporated, and the Hannah Institute for the History of Medicine, the University of Toronto and the Faculty of Medicine, an external review will be

conducted. Reviewers are: Drs. George Weisz, chair, Department of Social Studies of Medicine, McGill University; Russell Maullis, director of medical student programs, University of Pennsylvania Medical Center; Ramay Cook, Associated Medical Services board representative; and Arthur Rothman, Department of Medicine, who will represent the dean of the Faculty of Medicine.

The review committee welcomes input from the campus community. Those who wish to participate, contact Andrea Clarke, Hannah Chair, 88 College St. (978-2124; fax 971-2160) no later than November 15. Others who cannot be present can send written remarks to Dr. Arthur Rothman, Dean's Representative, Hannah Chair Review, c/o Dean's Office, Faculty of Medicine, Medical Sciences Building.

ADVISORY

CHAIR, DEPARTMENT OF MECHANICAL ENGINEERING

An advisory committee has been established to recommend a chair of the Department of Mechanical Engineering, following the appointment of Professor Director McCommond as vice-provost. Members are: Dean M.E. Charles, Faculty of Applied Science & Engineering (chair); Professors J.S. Wallace, A.A. Goldenberg, J.K. Spelt and Susan McCahan, Department of Mechanical Engineering; John Cohen, dean, School of Graduate Studies; Alex McLean, Department of Metallurgy & Materials Science; and A.A. Haasz, Institute for Aerospace Studies; and M.L. Wok, administrative staff, Department of Mechanical Engineering; and Jennifer Moore, graduate student, and Jeff Zohrab, undergraduate student, Department of Mechanical Engineering.

Nominations and comments regarding this appointment should be made to the chair or to any member of the committee.

SEARCH

CHAIR, DEPARTMENT OF PSYCHOLOGY

A search committee has been established to recommend a chair of the Department of Psychology. Members are: Dean M.A. Chandler, Faculty of Arts & Science (chair); Professors John Coleman, Department of Botany; Karen Dion, psychology, Scarborough College; Alison Fleming, psychology, Erindale College; John Hellebus, associate dean, Division IV, School of Graduate Studies; Ian Orchard, associate dean, sciences, Faculty of Arts & Science; and Martin Ralph, Ian Spence and Frank Vaccaro, Department of Psychology; and Sharon Guttman, undergraduate student, Department of Psychology.

The committee would appreciate receiving nominations and comments from interested members of the University community. These should be submitted to Dean M.A. Chandler, Faculty of Arts & Science, Room 2020, Sidney Smith Hall.

TASK FORCE

TASK FORCE ON ACADEMIC COMPUTING

Provost Adil Sedra has established a task force on academic computing to advise on the overall strategy the University should follow between now and 2000 to develop and extend access to high quality academic computing to the entire University community. This initiative will form an important part of the University's academic planning process and the task force members will work closely with staff and students from faculties, departments, centres, institutes and the U of T Library with the objective of arriving at a coherent plan for this most essential component of the University's teaching and research infrastructure.

Terms of reference

1. Address the question of the organizational structure for the delivery of

services related to: multimedia services; software licences; access to the campus networks; systems support; and research, development and management of new applications.

2. Recommend an organizational structure for the oversight, development and management of the University network on the three campuses and to affiliated off-campus institutions (for example, the hospitals).
3. Develop goals for the provision of access to computing for all students, staff and faculty including electronic mail access for undergraduate students.
4. Assess the availability of and need for electronic classrooms and related audio-visual support services.
5. Examine the procedures that will guide the provision of academic computing services for residence halls and off-campus members of the University community.
6. The development of all forms of information storage and retrieval for teaching and research and the coordination of such services with the U of T Library.
7. Explore the trends in information technology so as to advise the University on how best to plan investments to accommodate new developments.
8. Examine the need, management and support for student computing laboratories across the University.
9. Assess the provision, management and access to the full range of computing services required to meet the research needs of the University.

To aid it in addressing its terms of reference the task force will consult widely with campus groups and organizations and work closely with the Task Force on the Electronic Library System, the Rethinking Administration Task Force on Administrative Computing and the Task Force on Mathematical Sciences.

Membership

Professor Carl Amrhein, Department of Geography (chair); Professors John Britton, associate dean, Division II, School of Graduate Studies; William

Callahan, principal, Victoria College; Robert Cook, Faculty of Education; C.T.J. Dodson, Department of Chemical Engineering & Applied Chemistry; Rick Frecker, Institute of Biomedical Engineering; John Kirkness, provostial adviser on undergraduate education; Ulrich Krull, associate dean of sciences, Erindale College; David McK, Faculty of Dentistry; Heather Munroe-Bell, vice-president (research and international relations); David Nowlan, provostial adviser on the environment; Peter Pandy, Faculty of Management; John Perz, chair, Division of Physical Sciences, Scarborough College; Lawrence Spero, director of education in computing, Faculty of Medicine; Barbara Todd, Department of History; and David Workman, Department of Computer Science; Daniel Lang, vice-provost and assistant vice-president (planning); Carole Moore, chief librarian; and Alexander Waugh, vice-principal and registrar, Woodsworth College.

Submissions related to the task force's terms of reference are sought from all members of the University community and should be sent to the Office of the Vice-President & Provost, Room 225, Simcoe Hall by November 1. Interested persons are encouraged to contact Professor Carl Amrhein in the Department of Geography at 978-3375 (fax 978-6729) or through electronic mail at amrhein@geog.utoronto.ca.

PLEASE NOTE

Committee notices must include the full names of the departments or divisions in question. The last names of committee members must be accompanied by a full first name or two initials. If responses are requested, the address of the sponsoring unit must be included along with the appropriate deadline dates. For more information, please call Ailsa Ferguson, editorial assistant, 978-6981.

WHO BENEFITS?

A graduate student takes a closer look at her department's affirmative action policy

BY ANNA FRAMMARTINO

EMPLOYMENT EQUITY policies do not always create equity, sometimes they have negative effects for those groups who are supposed to benefit. For a policy to be effective, it must be devised with a clear idea of who will benefit from it. I think we often lose sight of this requirement when we formulate employment equity policies.

Take the policy established in the Department of Philosophy in August 1990. The problem with this policy is that it sets a quota, stipulating that over a 10-year period (1991-2000) two-thirds of the tenure-stream appointments will be filled by women.

If this policy is to be effective, it must apply to a significant number of hirings; even choosing 10 women in the next 15 hiring opportunities will fail to achieve complete balance in numbers. But let's say that the policy applies *only* for the next 15 hirings. What will the effect be on the quality of the department as a whole? To answer this question I began with a simple statement of fact:

(1) Females and males have equal philosophical abilities.

Next I framed the following three principles as characteristic of any hiring plan that represents a sincere attempt to protect the quality of the department:

(2) The department will not lower its hiring standards.

(3) The gender of a given selection is not to be determined by the gender of previous selections.

(4) Selections will be made on the basis of competence.

I then consulted an acquaintance of mine, a professional statistician, and asked what the probability was of hiring 10 or more females under conditions (2) to (4), given the truth of (1). "That depends," he said, "upon the percentage of women in the existing pool of candidates."

The relevant formulae are these, where X is the number of women hired in the next 15 hirings, p the proportion of women in the pool and k a particular value for X : first the probability that X is exactly equal to k is:

$$Pr(X=k) = \binom{15}{k} p^k (1-p)^{15-k}, \quad 0 \leq k \leq 15.$$

Therefore, the probability that at least two-thirds of the next 15 hires are women is just the probability that X is 10 or more:

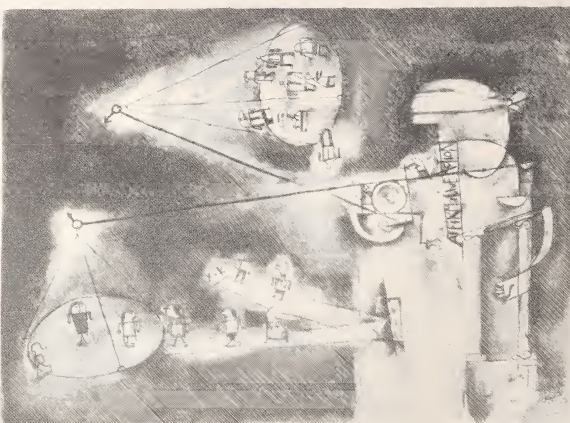
$$Pr(X \geq 10) = \sum_{k=10}^{15} \binom{15}{k} p^k (1-p)^{15-k}.$$

As an example, if the hiring pool is assumed to consist of one-third women and two-thirds men, then the probability of satisfying the equity policy under the conditions described is:

$$Pr(X \geq 10) = \sum_{k=10}^{15} \binom{15}{k} \left(\frac{1}{3}\right)^k \left(\frac{2}{3}\right)^{15-k} = .0079 = 0.79\%.$$

This means that, under the conditions described, the policy has less than one chance in 100 of being successful. If women constitute 40 percent of the hiring pool, the probability then becomes 3.38 percent. Likewise if women constitute 50 percent of the pool, then the probability is 15.09 percent. Thus the policy does not have a significant chance of according with (2) to (4), unless women constitute significantly more than one-half of the pool, in which case there would be no need for affirmative action initiatives. Statistics on the number of men and women in the pool are hard to come by but it is clear, at least, that women are closer to making up a third of the pool than a half.

If the philosophy department's quota-driven hiring practices are allowed to proceed unchecked, it is highly likely that sooner or later some women will receive an appointment for reasons other than merit alone. A serious problem here is that this likelihood breeds scepticism about the competence of every female appointee under this plan, including those — and I



suspect they constitute the majority of cases — whose competence should be beyond question and who would have been hired just as readily if the quota had *not* been in place. Consequently the success of the policy might unfairly be attributed to the department rather than to the women themselves. Given all of this I fail to understand how women faculty appointed under the policy can be viewed as benefiting from it.



NO PLAN IN SUPPORT OF

THE FEMINIST CAUSE

SHOULD BE THIS NARROW

OF COURSE THE DEPARTMENT RECOGNIZES THAT IN ORDER to achieve its goal most effectively it will need to attract the largest possible pool of qualified applicants for each position. To do so, it is adopting the following procedures:

i) Wherever possible, positions will be advertised either as open (possibly with some preferred teaching areas) or with broadly described areas of specialization.

ii) We will formulate our job advertisements to make it clear we are particularly interested in attracting qualified female candidates.

iii) We will engage in active searching and recruitment of promising women emerging from graduate programs or holding post-doctoral fellowships or faculty positions.

iv) In no case will we lower our standards in order to fill a position. Merit remains the primary criterion for appointment; however, gender is a further criterion to be considered in the context of this plan. Both criteria will be taken into account in deciding whether to postpone an appointment in order to attract a larger pool of qualified female applicants.

I see several problems with these procedures.

One difficulty is that by advertising positions as "open" or with "broadly described areas of specialization" we would create a high risk of developing a department with either over-representation

or under-representation in certain crucial areas of the field. This might well require an unconscionably large number of faculty members to teach courses that were not in their areas of specialization. Consequently the department would be lowering the quality of the education it could provide, and students — many of them female — would be the victims.

Furthermore, by formulating job advertisements that made it clear female candidates were preferred, the department could discourage excellent male candidates from applying. A female hired under these conditions might well be the most qualified in the pool as it might have been composed without the discouraging advertisement. This could again rebound negatively on the department's quality; it is simply unjustified to assume that the best possible talent will routinely be hired under this policy.

Of all the proposals the most unsatisfying in my view is the one that suggests an appointment be postponed if an adequate female cannot be found and that a male candidate only be hired if he is considered "sufficiently outstanding to take up one of the remaining third of positions." Evidently it is not enough that the male be "adequately qualified" as is required of the female. He must be what the department considers "sufficiently outstanding." This gives the department almost complete latitude to turn down any male applicant it wishes. I worry that this latitude could be inappropriately used. I also worry that delays in filling positions with permanent appointments could cause problems for graduate students who are in the position of having to choose their advisory committees and thesis supervisors.

The policy has another weakness. If the department really does achieve its goal of filling two-thirds of its tenure-stream positions with women, then — as long as female candidates make up less than two-thirds of the hiring pool — the department would increase its complement of female faculty at the expense of philosophy departments at other universities. It is clear that the department's hiring policy is extremely limited in its scope. To the extent that it can be said to benefit anyone at all, it only benefits those women students attending the philosophy department at U of T because of the number of female role models they would have. For women students in other universities, the policy is not only non-beneficial but disadvantageous. But surely this is not the goal that the policy was designed to achieve — unless we are to believe that the main (or perhaps sole) purpose of the policy is simply to boost the department's reputation as "non-sexist."

WHAT I HAVE TRIED TO SHOW IS THAT WHEN AN ATTEMPT is made to tend to a problem without an eye to the possible ill-effects of the solution, much of the problem may still remain. In the case of the philosophy department's employment equity policy, I think far too much of the problem remains.

It seems to me that any plan in support of the feminist cause should not be this narrow and dim-sighted. Any action that is to be of service to the women themselves, and not just to the institutions that contain them, must be taken with a view to the larger picture. This, I think, requires a lot more reflection than has gone into the design of the philosophy department's hiring policy. As it stands, we are ultimately left wondering, who benefits?

Anna Frammartino is a PhD candidate in the Department of Philosophy.